

15

PNW

A069163

TECHNIQUES FOR RESEARCH ON FACTORS AFFECTING THE UTILIZATION OF WOMEN IN  
NON-TRADITIONAL ROLES. Volume II. Appendix A.

Actual Instruments.

LEVEL

AD A069164

Denise Polit, Sharon Weissbach Ronald L. Nuttall Ph.D.  
Laboratory for Statistical and Policy Research  
Boston College  
Chestnut Hill, Mass. 02167

28 Apr 1978

Appendix A

12 412p

DDC  
RECEIVED  
MAY 29 1979

18 ARI

19 RN-79-12-vol-2-app-a

DDC FILE COPY

Prepared for

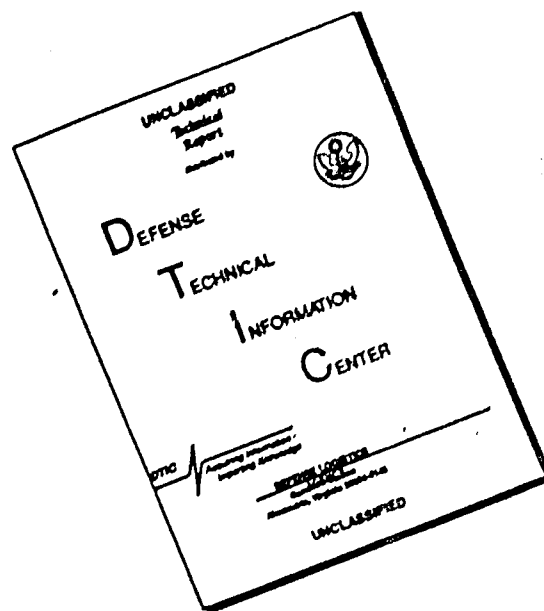
U.S. ARMY RESEARCH INSTITUTE FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
5001 Eisenhower Boulevard  
Alexandria, Va. 22333

This document has been approved  
for public release and sale; its  
distribution is unlimited.

79 05 411 124 Gar  
25 030



# DISCLAIMER NOTICE



THIS DOCUMENT IS BEST QUALITY AVAILABLE. THE COPY FURNISHED TO DTIC CONTAINED A SIGNIFICANT NUMBER OF PAGES WHICH DO NOT REPRODUCE LEGIBLY.

APPENDIX A  
ACTUAL INSTRUMENTS

79 05 25 030

Compact, Men First, Traditional, Likert



# SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

ACCESS ON for	
NTIS	White Section <input checked="" type="checkbox"/>
DDC	B.I. Section <input type="checkbox"/>
ARMY FIELD	<input type="checkbox"/>
50 on file	
SPECIAL	
A	

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

# PART A

1.

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police.

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
1. . .company morale usually goes way up.	1	2	3	4	5	6
2. . .the level of discipline usually goes way down.	1	2	3	4	5	6
3. . .the soldiers take their jobs just as seriously as before.	1	2	3	4	5	6
4. . .the soldiers develop just as much confidence in each other - compared with before.	1	2	3	4	5	6
5. . .a lot less work gets done - compared with before.	1	2	3	4	5	6
6. . .one sees just as much teamwork as before.	1	2	3	4	5	6
7. . .there is just as much group spirit as before.	1	2	3	4	5	6
8. . .pregnancy very often becomes a serious problem.	1	2	3	4	5	6
9. . .the company carries out its mission just as well as before.	1	2	3	4	5	6



## PART A (Continued)

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say Armor or Infantry),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
10. . .company morale would go way up.	1	2	3	4	5	6
11. . .the level of discipline would go way down.	1	2	3	4	5	6
12. . .the soldiers would take their jobs just as seriously as before.	1	2	3	4	5	6
13. . .the soldiers would develop just as much confidence in each other — compared with before.	1	2	3	4	5	6
14. . .a lot less work would get done — compared with before.	1	2	3	4	5	6
15. . .one would expect to see just as much teamwork as before.	1	2	3	4	5	6
16. . .there would be just as much group spirit as before.	1	2	3	4	5	6
17. . .pregnancy would very often become a serious problem.	1	2	3	4	5	6
18. . .the company would carry out its mission just as well as before.	1	2	3	4	5	6

## PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

Almost all enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
19. . . would be able to drive a jeep.	1	2	3	4	5	6
20. . . would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
21. . . would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
22. . . would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
23. . . would be able to handle guard duty alone in an isolated place.	1	2	3	4	5	6
24. . . would be able to go for a week without a chance to shower.	1	2	3	4	5	6
25. . . would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
26. . . would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
27. . . would be able to stay cool under the stress of battle.	1	2	3	4	5	6
28. . . would be able to carry a full field pack.	1	2	3	4	5	6

## PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted  
**MEN** (even assuming they had  
had the necessary training or  
experience),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
29. . . would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
30. . . would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
31. . . would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
32. . . would be able to use an M-16 rifle to attack an enemy position.	1	2	3	4	5	6
33. . . would be able to fire at an attacking enemy soldier.	1	2	3	4	5	6
34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
35. . . would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
36. . . would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
37. . . would be able to shoot to kill.	1	2	3	4	5	6
38. . . would be able to carry and use a machine gun.	1	2	3	4	5	6



## PART B (Continued)

5.

The statements above were about the abilities of enlisted men. The statements below are about the abilities of enlisted **WOMEN**.

Almost all enlisted **WOMEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
39. . .would be able to drive a jeep.	1	2	3	4	5	6
40. . .would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
41. . .would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
42. . .would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
43. . .would be able to handle guard-duty alone in an isolated place.	1	2	3	4	5	6
44. . .would be able to go for a week without a chance to shower.	1	2	3	4	5	6
45. . .would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
46. . .would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
47. . .would be able to stay cool under the stress of battle.	1	2	3	4	5	6
48. . .would be able to carry a full field pack.	1	2	3	4	5	6

## PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted  
**WOMEN** (even assuming they had  
had the necessary training or  
experience),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
49. . .would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
50. . .would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
51. . .would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
52. . .would be able to use an M-16 rifle to attack an enemy position.	1	2	3	4	5	6
53. . .would be able to fire at an attacking enemy soldier.	1	2	3	4	5	6
54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
55. . .would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
56. . .would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
57. . .would be able to shoot to kill.	1	2	3	4	5	6
58. . .would be able to carry and use a machine gun.	1	2	3	4	5	6

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.	1	2	3	4	5	6
60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).	1	2	3	4	5	6
61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.	1	2	3	4	5	6
62. If men are drafted, women should be drafted too.	1	2	3	4	5	6
63. Women should be used in guard-duty assignments the same way men are used.	1	2	3	4	5	6
64. Women usually work better under pressure than men do.	1	2	3	4	5	6
65. Men definitely have more common sense than women do.	1	2	3	4	5	6
66. Men can almost always do a better job of supervising male soldiers than women can.	1	2	3	4	5	6
67. Women can almost always do a better job of supervising female soldiers than men can.	1	2	3	4	5	6
68. Men usually make better commanders than women do.	1	2	3	4	5	6
69. Men can usually endure weather conditions of extreme heat or cold better than women can.	1	2	3	4	5	6



## PART C (Continued)

8.

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
70. Men almost always have more physical strength than women do.	1	2	3	4	5	6
71. Men can usually endure the rigors of outdoor living better than women can.	1	2	3	4	5	6
72. Women are usually better at taking orders than men are.	1	2	3	4	5	6
73. It is much worse for a woman to be captured by the enemy than for a man.	1	2	3	4	5	6
74. The Army's mission is best carried out by men only.	1	2	3	4	5	6
75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.	1	2	3	4	5	6
76. Female commanders will get just as much respect from the men in their units as male commanders get.	1	2	3	4	5	6
77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.	1	2	3	4	5	6
78. If women were assigned to combat units, the Army would become somewhat less effective.	1	2	3	4	5	6
79. Women don't make very good bosses at work.	1	2	3	4	5	6
80. Women should be included in space missions.	1	2	3	4	5	6

# PART D

9.

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented. First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

*Situation #1.* Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of the company.

- |   |                |                  |                |                   |                     |                   |
|---|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 81. In this situation, Pfc. <i>John</i> Jones would probably keep down and fire at enemy soldiers or suspected enemy locations. | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|   | 1              | 2                | 3              | 4                 | 5                   | 6                 |
- 
- |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| 82. In this situation, Pfc. <i>Mary</i> Jones would probably keep down and fire at enemy soldiers or suspected enemy locations. | 1 | 2 | 3 | 4 | 5 | 6 |
|---|---|---|---|---|---|---|

*Situation #2.* You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- |  |                |                  |                |                   |                     |                   |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 83. In this situation, Pfc. <i>John</i> Jones would probably bring you back out of the clearing and then try to take you back to the base. | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|  | 1              | 2                | 3              | 4                 | 5                   | 6                 |
- 
- |  |   |   |   |   |   |   |
|--|---|---|---|---|---|---|
| 84. In this situation, Pfc. <i>Mary</i> Jones would probably bring you back out of the clearing and then try to take you back to the base. | 1 | 2 | 3 | 4 | 5 | 6 |
|--|---|---|---|---|---|---|

*Situation #3.* You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours; and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past positions that you and Pfc. Jones are guarding.

- |  |                |                  |                |                   |                     |                   |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 85. In this situation, Pfc. <i>John</i> Jones would probably stay awake and alert. | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|  | 1              | 2                | 3              | 4                 | 5                   | 6                 |
- 
- |  |   |   |   |   |   |   |
|--|---|---|---|---|---|---|
| 86. In this situation, Pfc. <i>Mary</i> Jones would probably stay awake and alert. | 1 | 2 | 3 | 4 | 5 | 6 |
|--|---|---|---|---|---|---|

## PART D (Continued)

*Situation #4.* You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones caught some shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- |  | Strongly<br>agree | Moderately<br>agree | Slightly<br>agree | Slightly<br>disagree | Moderately<br>disagree | Strongly<br>disagree |
|--|-------------------|---------------------|-------------------|----------------------|------------------------|----------------------|
| 87. In this situation, Pfc. <i>John</i> Jones would — in spite of the wound — continue to fire at the approaching enemy. | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 88. In this situation, Pfc. <i>Mary</i> Jones would — in spite of the wound — continue to fire at the approaching enemy. | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted men and almost all enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted **MEN**. (Assume that they have the necessary training or experience).

- |  | Strongly<br>agree | Moderately<br>agree | Slightly<br>agree | Slightly<br>disagree | Moderately<br>disagree | Strongly<br>disagree |
|--|-------------------|---------------------|-------------------|----------------------|------------------------|----------------------|
| 89. Almost all enlisted <i>men</i> have enough physical strength to be a combat soldier. | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 90. Almost all enlisted <i>men</i> have enough stamina to be a combat soldier.           | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 91. Almost all enlisted <i>men</i> have enough guts to be a combat soldier.              | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |

The questions above asked about enlisted men. Now let's take enlisted **WOMEN**. (Again, assume they have the necessary training or experience).

- |  | Strongly<br>agree | Moderately<br>agree | Slightly<br>agree | Slightly<br>disagree | Moderately<br>disagree | Strongly<br>disagree |
|--|-------------------|---------------------|-------------------|----------------------|------------------------|----------------------|
| 92. Almost all enlisted <i>women</i> have enough physical strength to be a combat soldier. | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 93. Almost all enlisted <i>women</i> have enough stamina to be a combat soldier.           | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 94. Almost all enlisted <i>women</i> have enough guts to be a combat soldier.              | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |



## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



PART F (Continued)

12.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

## PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.



115. What is your sex?

1. Male                      2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No                      2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No                      2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No                      2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No  
2. Yes — both men and women  
3. Yes — but only men  
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No                      2. Yes

121. . . had a person of your own sex as your supervisor?

1. No                      2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No                      2. Yes

123. . . How many years of schooling have you had?

1. 8 or less  
2. 9-12  
3. 13  
4. 14  
5. 15  
6. 16  
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.  
2. G.E.D.  
3. High school diploma  
4. Associate's Degree  
5. Bachelor's Degree  
6. Graduate or Professional Degree



125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. **Combat**

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. **Combat Support**

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. **Combat Service Support**

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

4. **I don't know****Officers**1. **Combat**

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. **Combat Support**

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. **Combat Service Support**

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

4. **I don't know**

## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

2120

### COMMENTS

Please do not write below this line

A	0	1	2	3	4	5	6	7	8	9	B	0	1	2	3	4	5	6	7	8	9
T	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20



Compact, Women First, Traditional, Likert

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"

- ① Very good
- 2. Fairly good
- 3. So-so
- 4. Not very good
- 5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police.

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
1. . .company morale usually goes way up.	1	2	3	4	5	6
2. . .the level of discipline usually goes way down.	1	2	3	4	5	6
3. . .the soldiers take their jobs just as seriously as before.	1	2	3	4	5	6
4. . .the soldiers develop just as much confidence in each other - compared with before.	1	2	3	4	5	6
5. . .a lot less work gets done — compared with before.	1	2	3	4	5	6
6. . .one sees just as much teamwork as before.	1	2	3	4	5	6
7. . .there is just as much group spirit as before.	1	2	3	4	5	6
8. . .pregnancy very often becomes a serious problem.	1	2	3	4	5	6
9. . .the company carries out its mission just as well as before.	1	2	3	4	5	6



## PART A (Continued)

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say Armor or Infantry),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
10. . .company morale would go way up.	1	2	3	4	5	6
11. . .the level of discipline would go way down.	1	2	3	4	5	6
12. . .the soldiers would take their jobs just as seriously as before.	1	2	3	4	5	6
13. . .the soldiers would develop just as much confidence in each other — compared with before.	1	2	3	4	5	6
14. . .a lot less work would get done — compared with before.	1	2	3	4	5	6
15. . .one would expect to see just as much teamwork as before.	1	2	3	4	5	6
16. . .there would be just as much group spirit as before.	1	2	3	4	5	6
17. . .pregnancy would very often become a serious problem.	1	2	3	4	5	6
18. . .the company would carry out its mission just as well as before.	1	2	3	4	5	6

## PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted women, then, most enlisted men) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **WOMEN**.

Almost all enlisted **WOMEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
19. . . would be able to drive a jeep.	1	2	3	4	5	6
20. . . would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
21. . . would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
22. . . would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
23. . . would be able to handle guard duty alone in an isolated place.	1	2	3	4	5	6
24. . . would be able to go for a week without a chance to shower.	1	2	3	4	5	6
25. . . would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
26. . . would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
27. . . would be able to stay cool under the stress of battle.	1	2	3	4	5	6
28. . . would be able to carry a full field pack.	1	2	3	4	5	6

## PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted  
**WOMEN** (even assuming they  
had the necessary training or  
experience),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
29. . . would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
30. . . would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
31. . . would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
32. . . would be able to use an M-16 rifle to attack an enemy position.	1	2	3	4	5	6
33. . . would be able to fire at an attacking enemy soldier.	1	2	3	4	5	6
34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
35. . . would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
36. . . would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
37. . . would be able to shoot to kill.	1	2	3	4	5	6
38. . . would be able to carry and use a machine gun.	1	2	3	4	5	6

## PART B (Continued)

The statements above were about the abilities of enlisted women. The statements below are about the abilities of enlisted **MEN**.

Almost all enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
39. . .would be able to drive a jeep.	1	2	3	4	5	6
40. . .would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
41. . .would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
42. . .would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
43. . .would be able to handle guard-duty alone in an isolated place.	1	2	3	4	5	6
44. . .would be able to go for a week without a chance to shower.	1	2	3	4	5	6
45. . .would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
46. . .would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
47. . .would be able to stay cool under the stress of battle.	1	2	3	4	5	6
48. . .would be able to carry a full field pack.	1	2	3	4	5	6



## PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
49. . .would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
50. . .would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
51. . .would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
52. . .would be able to use an M-16 rifle to attack an enemy position.	1	2	3	4	5	6
53. . .would be able to fire at an attacking enemy soldier.	1	2	3	4	5	6
54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
55. . .would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
56. . .would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
57. . .would be able to shoot to kill.	1	2	3	4	5	6
58. . .would be able to carry and use a machine gun.	1	2	3	4	5	6

# PART C

7.

What are your opinions about the following statements concerning the role of women in the Army?

59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	1	2	3	4	5	6
60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).	1	2	3	4	5	6
61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.	1	2	3	4	5	6
62. If men are drafted, women should be drafted too.	1	2	3	4	5	6
63. Women should be used in guard-duty assignments the same way men are used.	1	2	3	4	5	6
64. Women usually work better under pressure than men do.	1	2	3	4	5	6
65. Men definitely have more common sense than women do.	1	2	3	4	5	6
66. Men can almost always do a better job of supervising male soldiers than women can.	1	2	3	4	5	6
67. Women can almost always do a better job of supervising female soldiers than men can.	1	2	3	4	5	6
68. Men usually make better commanders than women do.	1	2	3	4	5	6
69. Men can usually endure weather conditions of extreme heat or cold better than women can.	1	2	3	4	5	6

## PART C (Continued)

8.

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
70. Men almost always have more physical strength than women do.	1	2	3	4	5	6
71. Men can usually endure the rigors of outdoor living better than women can.	1	2	3	4	5	6
72. Women are usually better at taking orders than men are.	1	2	3	4	5	6
73. It is much worse for a woman to be captured by the enemy than for a man.	1	2	3	4	5	6
74. The Army's mission is best carried out by men only.	1	2	3	4	5	6
75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.	1	2	3	4	5	6
76. Female commanders will get just as much respect from the men in their units as male commanders get.	1	2	3	4	5	6
77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.	1	2	3	4	5	6
78. If women were assigned to combat units, the Army would become somewhat less effective.	1	2	3	4	5	6
79. Women don't make very good bosses at work.	1	2	3	4	5	6
80. Women should be included in space missions.	1	2	3	4	5	6

## PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented. First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

*Situation #1.* Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of the company.

- |   | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|---|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 81. In this situation, Pfc. <i>Mary</i> Jones would probably keep down and fire at enemy soldiers or suspected enemy locations. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 82. In this situation, Pfc. <i>John</i> Jones would probably keep down and fire at enemy soldiers or suspected enemy locations. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

*Situation #2.* You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- |  | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 83. In this situation, Pfc. <i>Mary</i> Jones would probably bring you back out of the clearing and then try to take you back to the base. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 84. In this situation, Pfc. <i>John</i> Jones would probably bring you back out of the clearing and then try to take you back to the base. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

*Situation #3.* You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours; and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past positions that you and Pfc. Jones are guarding.

- |  | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 85. In this situation, Pfc. <i>Mary</i> Jones would probably stay awake and alert. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 86. In this situation, Pfc. <i>John</i> Jones would probably stay awake and alert. | 1              | 2                | 3              | 4                 | 5                   | 6                 |



## PART D (Continued)

*Situation #4.* You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones caught some shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- |  | Strongly<br>agree | Moderately<br>agree | Slightly<br>agree | Slightly<br>disagree | Moderately<br>disagree | Strongly<br>disagree |
|--|-------------------|---------------------|-------------------|----------------------|------------------------|----------------------|
| 87. In this situation, Pfc. <i>Mary</i> Jones would — in spite of the wound — continue to fire at the approaching enemy. | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 88. In this situation, Pfc. <i>John</i> Jones would — in spite of the wound — continue to fire at the approaching enemy. | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted women and almost all enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted **WOMEN**. (Assume that they have the necessary training or experience).

- |  | Strongly<br>agree | Moderately<br>agree | Slightly<br>agree | Slightly<br>disagree | Moderately<br>disagree | Strongly<br>disagree |
|--|-------------------|---------------------|-------------------|----------------------|------------------------|----------------------|
| 89. Almost all enlisted <i>women</i> have enough physical strength to be a combat soldier. | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 90. Almost all enlisted <i>women</i> have enough stamina to be a combat soldier.           | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 91. Almost all enlisted <i>women</i> have enough guts to be a combat soldier.              | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |

The questions above asked about enlisted women. Now let's take enlisted **MEN**. (Again, assume they have the necessary training or experience).

- |  | Strongly<br>agree | Moderately<br>agree | Slightly<br>agree | Slightly<br>disagree | Moderately<br>disagree | Strongly<br>disagree |
|--|-------------------|---------------------|-------------------|----------------------|------------------------|----------------------|
| 92. Almost all enlisted <i>men</i> have enough physical strength to be a combat soldier. | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 93. Almost all enlisted <i>men</i> have enough stamina to be a combat soldier.           | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |
| 94. Almost all enlisted <i>men</i> have enough guts to be a combat soldier.              | 1                 | 2                   | 3                 | 4                    | 5                      | 6                    |

## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART F (Continued)

12.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength



Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.

# PART H

15.

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know



## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here



The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

0224

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		

Dispersed, Men First, Traditional, Likert

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192



## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

1.

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like signal or military police,

1. . . company morale usually goes way up.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
2. . . the level of discipline usually goes way down.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
3. . . the soldiers take their jobs just as seriously as before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
4. . . the soldiers develop just as much confidence in each other — compared with before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
5. . . a lot less work gets done — compared with before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree

PART A (Continued)

2.

When women are assigned to *support* companies like signal or military police,

6. . .one sees just as much teamwork as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

7. . .there is just as much group spirit as before

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

8. . .pregnancy very often becomes a serious problem.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

9. . .the company carries out its mission just as well as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .company morale would go way up.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART A (Continued)

If women were assigned to *combat* companies (say, Armor or Infantry),

11. . .the level of discipline would go way down.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

12. . .the soldiers would take their jobs just as seriously as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

13. . .the soldiers would develop just as much confidence in each other — compared with before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

14. . .a lot less work would get done — compared with before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

15. . .one would expect to see just as much teamwork as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

16. . .there would be just as much group spirit as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



**PART A (Continued)**

If women were assigned to *combat* companies (say, Armor or Infantry),

17. . .pregnancy would very often become a serious problem.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

18. . .the company would carry out its mission just as well as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

**PART B**

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, and then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

19. . .would be able to drive a jeep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

20. . .would be able to dig a foxhole that would protect them from enemy fire.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

21. . . would be able to give commands in a firm and convincing manner.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

22. . . would be able to do their fair share in putting up a tent.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

23. . . would be able to handle guard-duty alone in an isolated place.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

24. . . would be able to go for a week without a chance to shower.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

25. . . would be able to live in the field for two weeks — with men and women using the same facilities.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

26. . . would be able to keep going after a fellow soldier had been killed.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

27. . . would be able to stay cool under the stress of battle.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

28. . . would be able to carry a full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

29. . . would be able to drive a 2 1/2-ton truck.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

30. . . would be able to engage the enemy in hand-to-hand combat.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

31. . . would be able to complete a 15-mile march with full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

32. . . would be able to use an M-16 rifle to attack an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

33. . . would be able to fire at an attacking enemy soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly agree
5. Moderately disagree
6. Strongly disagree

35. . . would be able to continue fighting for long periods with no chance to sleep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

36. . . would be able to take charge of a squad and lead an attack on an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



PART B (Continued)

8.

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

37. . .would be able to shoot to kill.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

38. . .would be able to carry and use a machine gun.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The statements above were about the abilities of enlisted **MEN**. The statements below are about the abilities of enlisted **WOMEN**.

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience)

39. . .would be able to drive a jeep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

40. . .would be able to dig a foxhole that would protect them from enemy fire.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

41. . .would be able to give commands in a firm and convincing manner.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART B (Continued)

9.

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience)

42. . .would be able to do their fair share in putting up a tent.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

43. . .would be able to handle guard-duty alone in an isolated place.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

44. . .would be able to go for a week without a chance to shower.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

45. . .would be able to live in the field for two weeks — with men and women using the same facilities.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

46. . .would be able to keep going after a fellow soldier had been killed.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

47. . .would be able to stay cool under the stress of battle.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience)

48. . .would be able to carry a full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

49. . .would be able to drive a 2 1/2 ton truck.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

50. . .would be able to engage the enemy in hand-to-hand combat.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

51. . .would be able to complete a 15-mile march with full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

52. . .would be able to use an M-16 rifle to attack an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART B (Continued)

11.

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

53. . .would be able to fire at an attacking enemy soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

55. . .would be able to continue fighting for long periods with no chance to sleep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

56. . .would be able to take charge of a squad and lead an attack on an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

57. . .would be able to shoot to kill.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



**PART B (Continued)**

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

58. . . would be able to carry and use a machine gun.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

**PART C**

What are your opinions about the following statements concerning the role of women in the Army?

59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

62. If men are drafted, women should be drafted too.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART C (Continued)

13.

63. Women should be used in guard-duty assignments the same way men are used.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
64. Women usually work better under pressure than men do.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
65. Men definitely have more common sense than women do.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
66. Men can almost always do a better job of supervising male soldiers than women can.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
67. Women can almost always do a better job of supervising female soldiers than men can.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
68. Men usually make better commanders than women do.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree

## PART C (Continued)

69. Men can usually endure weather conditions of extreme heat or cold better than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

70. Men almost always have more physical strength than women do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

71. Men can usually endure the rigors of outdoor living better than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

72. Women are usually better at taking orders than men are.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

73. It is much worse for a woman to be captured by the enemy than for a man.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

74. The Army's mission is best carried out by men only.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
76. Female commanders will get just as much respect from the men in their units as male commanders get.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
78. If women were assigned to combat units, the Army would become somewhat less effective.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
79. Women don't make very good bosses at work.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
80. Women should be included in space missions.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree



## PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented? First, imagine the soldier with you is Pfc. *John* Jones. Next, imagine that the soldier with you is Pfc. *Mary* Jones.

*Situation #1.* Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

81. In this situation, Pfc. *John* Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

82. In this situation, Pfc. *Mary* Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Situation #2.* You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83. In this situation, Pfc. *John* Jones would probably bring you back out of the clearing and then try to take you back to the base.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

84. In this situation, Pfc. *Mary* Jones would probably bring you back out of the clearing and then try to take you back to the base.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART D (Continued)

*Situation #3.* You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

85. In this situation, Pfc. *John* Jones would probably stay awake and alert.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

86. In this situation, Pfc. *Mary* Jones would probably stay awake and alert.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Situation #4.* You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87. In this situation, Pfc. *John* Jones would — in spite of the wound — continue to fire at the approaching enemy.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

88. In this situation, Pfc. *Mary* Jones would — in spite of the wound — continue to fire at the approaching enemy.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted men and almost all enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted **MEN**. (Assume that they have the necessary training or experience).

89. Almost all enlisted **MEN** have enough physical strength to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

90. Almost all enlisted **MEN** have enough stamina to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

91. Almost all enlisted **MEN** have enough guts to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The questions above asked about enlisted **MEN**. Now let's take the enlisted **WOMEN**. (Again, assume they have the necessary training or experience).

92. Almost all enlisted **WOMEN** have enough physical strength to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

93. Almost all enlisted **WOMEN** have enough stamina to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slight disagree
5. Moderately disagree
6. Strongly disagree

94. Almost all enlisted **WOMEN** have enough guts to be a combat soldier.

- |                     |                        |
|---------------------|------------------------|
| 1. Strongly agree   | 4. Slightly disagree   |
| 2. Moderately agree | 5. Moderately disagree |
| 3. Slightly agree   | 6. Strongly disagree   |



## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART F (Continued)

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.

## PART H

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree



125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

2385

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9	
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20			



Dispersed, Women First, Traditional, Likert

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"

- ①. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

1.

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like signal or military police,

1. . .company morale usually goes way up.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
2. . .the level of discipline usually goes way down.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
3. . .the soldiers take their jobs just as seriously as before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
4. . .the soldiers develop just as much confidence in each other — compared with before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
5. . .a lot less work gets done — compared with before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree



## PART A (Continued)

When women are assigned to *support* companies like signal or military police,

6. . .one sees just as much teamwork as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

7. . .there is just as much group spirit as before

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

8. . .pregnancy very often becomes a serious problem.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

9. . .the company carries out its mission just as well as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The statements above were about *support* companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .company morale would go way up.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART A (Continued)

If women were assigned to *combat* companies (say, Armor or Infantry),

11. . .the level of discipline would go way down.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

12. . .the soldiers would take their jobs just as seriously as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

13. . .the soldiers would develop just as much confidence in each other — compared with before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

14. . .a lot less work would get done — compared with before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

15. . .one would expect to see just as much teamwork as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

16. . .there would be just as much group spirit as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART A (Continued)

If women were assigned to *combat* companies (say, Armor or Infantry),

17. . . pregnancy would very often become a serious problem.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

18. . . the company would carry out its mission just as well as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, and then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **WOMEN**.

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience),

19. . . would be able to drive a jeep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

20. . . would be able to dig a foxhole that would protect them from enemy fire.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience)

21. . . would be able to give commands in a firm and convincing manner.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

22. . . would be able to do their fair share in putting up a tent.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

23. . . would be able to handle guard-duty alone in an isolated place.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

24. . . would be able to go for a week without a chance to shower.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

25. . . would be able to live in the field for two weeks — with men and women using the same facilities.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

26. . . would be able to keep going after a fellow soldier had been killed.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



PART B (Continued)

6.

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience)

27. . . would be able to stay cool under the stress of battle.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

28. . . would be able to carry a full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

29. . . would be able to drive a 2 1/2-ton truck.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

30. . . would be able to engage the enemy in hand-to-hand combat.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

31. . . would be able to complete a 15-mile march with full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

32. . . would be able to use an M-16 rifle to attack an enemy position.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
33. . . would be able to fire at an attacking enemy soldier.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
35. . . would be able to continue fighting for long periods with no chance to sleep.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
36. . . would be able to take charge of a squad and lead an attack on an enemy position.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

37. . .would be able to shoot to kill.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

38. . .would be able to carry and use a machine gun.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The statements above were about the abilities of enlisted **WOMEN**. The statements below are about the abilities of enlisted **MEN**.

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

39. . .would be able to drive a jeep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

40. . .would be able to dig a foxhole that would protect them from enemy fire.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

41. . .would be able to give commands in a firm and convincing manner.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

Almost all enlisted **MEN** (assuming they had had the necessary training or experience)

42. . . would be able to do their fair share in putting up a tent.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

43. . . would be able to handle guard-duty alone in an isolated place.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

44. . . would be able to go for a week without a chance to shower.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

45. . . would be able to live in the field for two weeks — with men and women using the same facilities.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

46. . . would be able to keep going after a fellow soldier had been killed.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

47. . . would be able to stay cool under the stress of battle.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART B (Continued)

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

48. . . would be able to carry a full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

49. . . would be able to drive a 2 1/2 ton truck.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

50. . . would be able to engage the enemy in hand-to-hand combat.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

51. . . would be able to complete a 15-mile march with full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

52. . . would be able to use an M-16 rifle to attack an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

53. . . would be able to fire at an attacking enemy soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

55. . . would be able to continue fighting for long periods with no chance to sleep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

56. . . would be able to take charge of a squad and lead an attack on an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

57. . . would be able to shoot to kill.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

58. . . would be able to carry and use a machine gun.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

62. If men are drafted, women should be drafted too.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART C (Continued)

63. Women should be used in guard-duty assignments the same way men are used.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
64. Women usually work better under pressure than men do.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
65. Men definitely have more common sense than women do.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
66. Men can almost always do a better job of supervising male soldiers than women can.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
67. Women can almost always do a better job of supervising female soldiers than men can.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
68. Men usually make better commanders than women do.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree



## PART C (Continued)

69. Men can usually endure weather conditions of extreme heat or cold better than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

70. Men almost always have more physical strength than women do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

71. Men can usually endure the rigors of outdoor living better than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

72. Women are usually better at taking orders than men are.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

73. It is much worse for a woman to be captured by the enemy than for a man.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

74. The Army's mission is best carried out by men only.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
76. Female commanders will get just as much respect from the men in their units as male commanders get.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
78. If women were assigned to combat units, the Army would become somewhat less effective.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
79. Women don't make very good bosses at work.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
80. Women should be included in space missions.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree

## PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented? First, imagine the soldier with you is Pfc. *Mary Jones*. Next, imagine that the soldier with you is Pfc. *John Jones*.

*Situation #1.* Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

81. In this situation, Pfc. *Mary Jones* would probably keep down and fire at enemy soldiers or suspected enemy locations.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

82. In this situation, Pfc. *John Jones* would probably keep down and fire at enemy soldiers or suspected enemy locations.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Situation #2.* You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83. In this situation, Pfc. *Mary Jones* would probably bring you back out of the clearing and then try to take you back to the base.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

84. In this situation, Pfc. *John Jones* would probably bring you back out of the clearing and then try to take you back to the base.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART D (Continued)

*Situation #3.* You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

85. In this situation, Pfc. *Mary* Jones would probably stay awake and alert.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

86. In this situation, Pfc. *John* Jones would probably stay awake and alert.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Situation #4.* You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some schrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87. In this situation, Pfc. *Mary* Jones would — in spite of the wound — continue to fire at the approaching enemy.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

88. In this situation, Pfc. *John* Jones would — in spite of the wound — continue to fire at the approaching enemy.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted women and almost all enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted **WOMEN**. (Assume that they have the necessary training or experience).

89. Almost all enlisted **WOMEN** have enough physical strength to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

90. Almost all enlisted **WOMEN** have enough stamina to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

91. Almost all enlisted **WOMEN** have enough guts to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The questions above asked about enlisted **WOMEN**. Now let's take the enlisted **MEN**. (Again, assume they have the necessary training or experience).

92. Almost all enlisted **MEN** have enough physical strength to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

93. Almost all enlisted **MEN** have enough stamina to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slight disagree
5. Moderately disagree
6. Strongly disagree

94. Almost all enlisted **MEN** have enough guts to be a combat soldier.

- |                     |                        |
|---------------------|------------------------|
| 1. Strongly agree   | 4. Slightly disagree   |
| 2. Moderately agree | 5. Moderately disagree |
| 3. Slightly agree   | 6. Strongly disagree   |

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART F (Continued)

20.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not



## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength



Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.

## PART H

115. What is your sex?

- 1. Male
- 2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

- 1. No
- 2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

- 1. No
- 2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

- 1. No
- 2. Yes

119. . . been given the job of supervising the work of other soldiers?

- 1. No
- 2. Yes — both men and women
- 3. Yes — but only men
- 4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

- 1. No
- 2. Yes

121. . . had a person of your own sex as your supervisor?

- 1. No
- 2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

- 1. No
- 2. Yes

123. . . How many years of schooling have you had?

- 1. 8 or less
- 2. 9-12
- 3. 13
- 4. 14
- 5. 15
- 6. 16
- 7. 17 or more

124. What is the highest educational diploma or degree you have received?

- 1. No high school diploma or G.E.D.
- 2. G.E.D.
- 3. High school diploma
- 4. Associate's Degree
- 5. Bachelor's Degree
- 6. Graduate or Professional Degree

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know



## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here



The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

2417

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9	
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20			

Compact, Men First, OPSCAN sheet, Likert

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192



## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

### EXAMPLE

#### *Questionnaire Item*

#### *Answer Sheet*

23. How good are most soldiers at their job?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

	1	2	3	4	5
23.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: first, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

1.

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police.

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
1. . .company morale usually goes way up.	1	2	3	4	5	6
2. . .the level of discipline usually goes way down.	1	2	3	4	5	6
3. . .the soldiers take their jobs just as seriously as before.	1	2	3	4	5	6
4. . .the soldiers develop just as much confidence in each other - compared with before.	1	2	3	4	5	6
5. . .a lot less work gets done — compared with before.	1	2	3	4	5	6
6. . .one sees just as much teamwork as before.	1	2	3	4	5	6
7. . .there is just as much group spirit as before.	1	2	3	4	5	6
8. . .pregnancy very often becomes a serious problem.	1	2	3	4	5	6
9. . .the company carries out its mission just as well as before.	1	2	3	4	5	6

## PART A (Continued)

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say Armor or Infantry),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
10. . .company morale would go way up.	1	2	3	4	5	6
11. . .the level of discipline would go way down.	1	2	3	4	5	6
12. . .the soldiers would take their jobs just as seriously as before.	1	2	3	4	5	6
13. . .the soldiers would develop just as much confidence in each other — compared with before.	1	2	3	4	5	6
14. . .a lot less work would get done — compared with before.	1	2	3	4	5	6
15. . .one would expect to see just as much teamwork as before.	1	2	3	4	5	6
16. . .there would be just as much group spirit as before.	1	2	3	4	5	6
17. . .pregnancy would very often become a serious problem.	1	2	3	4	5	6
18. . .the company would carry out its mission just as well as before.	1	2	3	4	5	6

# PART B

3.

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

Almost all enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
19. . . would be able to drive a jeep.	1	2	3	4	5	6
20. . . would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
21. . . would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
22. . . would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
23. . . would be able to handle guard duty alone in an isolated place.	1	2	3	4	5	6
24. . . would be able to go for a week without a chance to shower.	1	2	3	4	5	6
25. . . would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
26. . . would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
27. . . would be able to stay cool under the stress of battle.	1	2	3	4	5	6
28. . . would be able to carry a full field pack.	1	2	3	4	5	6



## PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted  
**MEN** (even assuming they had  
had the necessary training or  
experience),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
29. . . would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
30. . . would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
31. . . would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
32. . . would be able to use an M-16 rifle to attack an enemy position.	1	2	3	4	5	6
33. . . would be able to fire at an attacking enemy soldier.	1	2	3	4	5	6
34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
35. . . would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
36. . . would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
37. . . would be able to shoot to kill.	1	2	3	4	5	6
38. . . would be able to carry and use a machine gun.	1	2	3	4	5	6

## PART B (Continued)

The statements above were about the abilities of enlisted men. The statements below are about the abilities of enlisted **WOMEN**.

Almost all enlisted **WOMEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
39. . .would be able to drive a jeep.	1	2	3	4	5	6
40. . .would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
41. . .would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
42. . .would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
43. . .would be able to handle guard-duty alone in an isolated place.	1	2	3	4	5	6
44. . .would be able to go for a week without a chance to shower.	1	2	3	4	5	6
45. . .would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
46. . .would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
47. . .would be able to stay cool under the stress of battle.	1	2	3	4	5	6
48. . .would be able to carry a full field pack.	1	2	3	4	5	6

## PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted  
**WOMEN** (even assuming they had  
had the necessary training or  
experience),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
49. . .would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
50. . .would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
51. . .would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
52. . .would be able to use an M-16 rifle to attack an enemy position.	1	2	3	4	5	6
53. . .would be able to fire at an attacking enemy soldier.	1	2	3	4	5	6
54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
55. . .would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
56. . .would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
57. . .would be able to shoot to kill.	1	2	3	4	5	6
58. . .would be able to carry and use a machine gun.	1	2	3	4	5	6

# PART C

7.

What are your opinions about the following statements concerning the role of women in the Army?

59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
	1	2	3	4	5	6
60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).	1	2	3	4	5	6
61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.	1	2	3	4	5	6
62. If men are drafted, women should be drafted too.	1	2	3	4	5	6
63. Women should be used in guard-duty assignments the same way men are used.	1	2	3	4	5	6
64. Women usually work better under pressure than men do.	1	2	3	4	5	6
65. Men definitely have more common sense than women do.	1	2	3	4	5	6
66. Men can almost always do a better job of supervising male soldiers than women can.	1	2	3	4	5	6
67. Women can almost always do a better job of supervising female soldiers than men can.	1	2	3	4	5	6
68. Men usually make better commanders than women do.	1	2	3	4	5	6
69. Men can usually endure weather conditions of extreme heat or cold better than women can.	1	2	3	4	5	6



## PART C (Continued)

8.

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
70. Men almost always have more physical strength than women do.	1	2	3	4	5	6
71. Men can usually endure the rigors of outdoor living better than women can.	1	2	3	4	5	6
72. Women are usually better at taking orders than men are.	1	2	3	4	5	6
73. It is much worse for a woman to be captured by the enemy than for a man.	1	2	3	4	5	6
74. The Army's mission is best carried out by men only.	1	2	3	4	5	6
75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.	1	2	3	4	5	6
76. Female commanders will get just as much respect from the men in their units as male commanders get.	1	2	3	4	5	6
77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.	1	2	3	4	5	6
78. If women were assigned to combat units, the Army would become somewhat less effective.	1	2	3	4	5	6
79. Women don't make very good bosses at work.	1	2	3	4	5	6
80. Women should be included in space missions.	1	2	3	4	5	6

## PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented. First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

*Situation #1.* Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of the company.

- |   | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|---|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 81. In this situation, Pfc. <i>John</i> Jones would probably keep down and fire at enemy soldiers or suspected enemy locations. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 82. In this situation, Pfc. <i>Mary</i> Jones would probably keep down and fire at enemy soldiers or suspected enemy locations. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

*Situation #2.* You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- |  | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 83. In this situation, Pfc. <i>John</i> Jones would probably bring you back out of the clearing and then try to take you back to the base. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 84. In this situation, Pfc. <i>Mary</i> Jones would probably bring you back out of the clearing and then try to take you back to the base. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

*Situation #3.* You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours; and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past positions that you and Pfc. Jones are guarding.

- |  | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 85. In this situation, Pfc. <i>John</i> Jones would probably stay awake and alert. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 86. In this situation, Pfc. <i>Mary</i> Jones would probably stay awake and alert. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

## PART D (Continued)

*Situation #4.* You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones caught some shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- |  | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 87. In this situation, Pfc. <i>John</i> Jones would — in spite of the wound — continue to fire at the approaching enemy. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 88. In this situation, Pfc. <i>Mary</i> Jones would — in spite of the wound — continue to fire at the approaching enemy. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted men and almost all enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted **MEN**. (Assume that they have the necessary training or experience).

- |  | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 89. Almost all enlisted <i>men</i> have enough physical strength to be a combat soldier. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 90. Almost all enlisted <i>men</i> have enough stamina to be a combat soldier.           | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 91. Almost all enlisted <i>men</i> have enough guts to be a combat soldier.              | 1              | 2                | 3              | 4                 | 5                   | 6                 |

The questions above asked about enlisted men. Now let's take enlisted **WOMEN**. (Again, assume they have the necessary training or experience).

- |  | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 92. Almost all enlisted <i>women</i> have enough physical strength to be a combat soldier. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 93. Almost all enlisted <i>women</i> have enough stamina to be a combat soldier.           | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 94. Almost all enlisted <i>women</i> have enough guts to be a combat soldier.              | 1              | 2                | 3              | 4                 | 5                   | 6                 |

PART F

11.

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



PART F (Continued)

12.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

## PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.

## PART H

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree



125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

2535

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9										
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20												



DO NOT WRITE  
IN THIS SPACE

ID

0 1 2 3 4 5 6 7 8 9  
0 1 2 3 4 5 6 7 8 9  
0 1 2 3 4 5 6 7 8 9

A B

0 1 2 3 4 5 6 7 8 9  
0 1 2 3 4 5 6 7 8 9  
0 1 2 3 4 5 6 7 8 9

T

0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20

PART A

1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6  
1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6  
7 8 9 10 11 12 13 14 15 16 17 18

PART B

19 20 21 22 23 24 25 26 27 28 29 30  
1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6  
31 32 33 34 35 36 37 38 39 40 41 42  
1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6  
43 44 45 46 47 48 49 50 51 52 53 54  
1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6 1 2 3 4 5 6  
55 56 57 58

PART C

59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80

PART D

81 82 83 84 85 86 87 88

PART E

89 90 91 92 93 94

PART F

95 96 97 98 99 100 101 102

PART G

103 104 105 106 107 108 109 110 111 112 113 114

PART H

115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134

Compact, Women First, OPSCAN Sheet, Likert

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

### EXAMPLE

#### *Questionnaire Item*

#### *Answer Sheet*

23. How good are most soldiers at their job?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

	1	2	3	4	5
23.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: first, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!



## PART A

1.

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police.

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
1. . .company morale usually goes way up.	1	2	3	4	5	6
2. . .the level of discipline usually goes way down.	1	2	3	4	5	6
3. . .the soldiers take their jobs just as seriously as before.	1	2	3	4	5	6
4. . .the soldiers develop just as much confidence in each other - compared with before.	1	2	3	4	5	6
5. . .a lot less work gets done - compared with before.	1	2	3	4	5	6
6. . .one sees just as much teamwork as before.	1	2	3	4	5	6
7. . .there is just as much group spirit as before.	1	2	3	4	5	6
8. . .pregnancy very often becomes a serious problem.	1	2	3	4	5	6
9. . .the company carries out its mission just as well as before.	1	2	3	4	5	6

## PART A (Continued)

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say Armor or Infantry),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
10. . .company morale would go way up.	1	2	3	4	5	6
11. . .the level of discipline would go way down.	1	2	3	4	5	6
12. . .the soldiers would take their jobs just as seriously as before.	1	2	3	4	5	6
13. . .the soldiers would develop just as much confidence in each other — compared with before.	1	2	3	4	5	6
14. . .a lot less work would get done — compared with before.	1	2	3	4	5	6
15. . .one would expect to see just as much teamwork as before.	1	2	3	4	5	6
16. . .there would be just as much group spirit as before.	1	2	3	4	5	6
17. . .pregnancy would very often become a serious problem.	1	2	3	4	5	6
18. . .the company would carry out its mission just as well as before.	1	2	3	4	5	6

## PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted women, then, most enlisted men) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **WOMEN**.

Almost all enlisted **WOMEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
19. . . would be able to drive a jeep.	1	2	3	4	5	6
20. . . would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
21. . . would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
22. . . would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
23. . . would be able to handle guard duty alone in an isolated place.	1	2	3	4	5	6
24. . . would be able to go for a week without a chance to shower.	1	2	3	4	5	6
25. . . would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
26. . . would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
27. . . would be able to stay cool under the stress of battle.	1	2	3	4	5	6
28. . . would be able to carry a full field pack.	1	2	3	4	5	6

## PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half the enlisted  
WOMEN* (even assuming they  
had the necessary training or  
experience),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
29. . . would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
30. . . would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
31. . . would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
32. . . would be able to use an M-16 rifle to attack an enemy position.	1	2	3	4	5	6
33. . . would be able to fire at an attacking enemy soldier.	1	2	3	4	5	6
34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
35. . . would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
36. . . would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
37. . . would be able to shoot to kill.	1	2	3	4	5	6
38. . . would be able to carry and use a machine gun.	1	2	3	4	5	6



## PART B (Continued)

The statements above were about the abilities of enlisted women. The statements below are about the abilities of enlisted **MEN**.

Almost all enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
39. . .would be able to drive a jeep.	1	2	3	4	5	6
40. . .would be able to dig a foxhole that would protect them from enemy fire.	1	2	3	4	5	6
41. . .would be able to give commands in a firm and convincing manner.	1	2	3	4	5	6
42. . .would be able to do their fair share in putting up a tent.	1	2	3	4	5	6
43. . .would be able to handle guard-duty alone in an isolated place.	1	2	3	4	5	6
44. . .would be able to go for a week without a chance to shower.	1	2	3	4	5	6
45. . .would be able to live in the field for two weeks — with men and women using the same facilities.	1	2	3	4	5	6
46. . .would be able to keep going after a fellow soldier had been killed.	1	2	3	4	5	6
47. . .would be able to stay cool under the stress of battle.	1	2	3	4	5	6
48. . .would be able to carry a full field pack.	1	2	3	4	5	6

## PART B (Continued)

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted  
**MEN** (even assuming they had  
had the necessary training or  
experience),

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
49. . .would be able to drive a 2 1/2-ton truck.	1	2	3	4	5	6
50. . .would be able to engage the enemy in hand-to-hand combat.	1	2	3	4	5	6
51. . .would be able to complete a 15-mile march with full field pack.	1	2	3	4	5	6
52. . .would be able to use an M-16 rifle to attack an enemy position.	1	2	3	4	5	6
53. . .would be able to fire at an attacking enemy soldier.	1	2	3	4	5	6
54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it.	1	2	3	4	5	6
55. . .would be able to continue fighting for long periods with no chance to sleep.	1	2	3	4	5	6
56. . .would be able to take charge of a squad and lead an attack on an enemy position.	1	2	3	4	5	6
57. . .would be able to shoot to kill.	1	2	3	4	5	6
58. . .would be able to carry and use a machine gun.	1	2	3	4	5	6

# PART C

7.

What are your opinions about the following statements concerning the role of women in the Army?

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.	1	2	3	4	5	6
60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).	1	2	3	4	5	6
61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.	1	2	3	4	5	6
62. If men are drafted, women should be drafted too.	1	2	3	4	5	6
63. Women should be used in guard-duty assignments the same way men are used.	1	2	3	4	5	6
64. Women usually work better under pressure than men do.	1	2	3	4	5	6
65. Men definitely have more common sense than women do.	1	2	3	4	5	6
66. Men can almost always do a better job of supervising male soldiers than women can.	1	2	3	4	5	6
67. Women can almost always do a better job of supervising female soldiers than men can.	1	2	3	4	5	6
68. Men usually make better commanders than women do.	1	2	3	4	5	6
69. Men can usually endure weather conditions of extreme heat or cold better than women can.	1	2	3	4	5	6

PART C (Continued)

8.

	Strongly agree	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly disagree
70. Men almost always have more physical strength than women do.	1	2	3	4	5	6
71. Men can usually endure the rigors of outdoor living better than women can.	1	2	3	4	5	6
72. Women are usually better at taking orders than men are.	1	2	3	4	5	6
73. It is much worse for a woman to be captured by the enemy than for a man.	1	2	3	4	5	6
74. The Army's mission is best carried out by men only.	1	2	3	4	5	6
75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.	1	2	3	4	5	6
76. Female commanders will get just as much respect from the men in their units as male commanders get.	1	2	3	4	5	6
77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.	1	2	3	4	5	6
78. If women were assigned to combat units, the Army would become somewhat less effective.	1	2	3	4	5	6
79. Women don't make very good bosses at work.	1	2	3	4	5	6
80. Women should be included in space missions.	1	2	3	4	5	6



## PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented. First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

*Situation #1.* Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of the company.

- |   | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|---|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 81. In this situation, Pfc. <i>Mary</i> Jones would probably keep down and fire at enemy soldiers or suspected enemy locations. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 82. In this situation, Pfc. <i>John</i> Jones would probably keep down and fire at enemy soldiers or suspected enemy locations. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

*Situation #2.* You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

- |  | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 83. In this situation, Pfc. <i>Mary</i> Jones would probably bring you back out of the clearing and then try to take you back to the base. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 84. In this situation, Pfc. <i>John</i> Jones would probably bring you back out of the clearing and then try to take you back to the base. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

*Situation #3.* You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours; and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past positions that you and Pfc. Jones are guarding.

- |  | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 85. In this situation, Pfc. <i>Mary</i> Jones would probably stay awake and alert. | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 86. In this situation, Pfc. <i>John</i> Jones would probably stay awake and alert. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

## PART D (Continued)

*Situation #4.* You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones caught some shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

- |  |                |                  |                |                   |                     |                   |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 87. In this situation, Pfc. <i>Mary</i> Jones would — in spite of the wound — continue to fire at the approaching enemy. | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|  | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 88. In this situation, Pfc. <i>John</i> Jones would — in spite of the wound — continue to fire at the approaching enemy. | 1              | 2                | 3              | 4                 | 5                   | 6                 |

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted women and almost all enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted **WOMEN**. (Assume that they have the necessary training or experience).

- |  |                |                  |                |                   |                     |                   |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 89. Almost all enlisted <i>women</i> have enough physical strength to be a combat soldier. | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|  | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 90. Almost all enlisted <i>women</i> have enough stamina to be a combat soldier.           | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 91. Almost all enlisted <i>women</i> have enough guts to be a combat soldier.              | 1              | 2                | 3              | 4                 | 5                   | 6                 |

The questions above asked about enlisted women. Now let's take enlisted **MEN**. (Again, assume they have the necessary training or experience).

- |  |                |                  |                |                   |                     |                   |
|--|----------------|------------------|----------------|-------------------|---------------------|-------------------|
| 92. Almost all enlisted <i>men</i> have enough physical strength to be a combat soldier. | Strongly agree | Moderately agree | Slightly agree | Slightly disagree | Moderately disagree | Strongly disagree |
|  | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 93. Almost all enlisted <i>men</i> have enough stamina to be a combat soldier.           | 1              | 2                | 3              | 4                 | 5                   | 6                 |
| 94. Almost all enlisted <i>men</i> have enough guts to be a combat soldier.              | 1              | 2                | 3              | 4                 | 5                   | 6                 |

PART F

11.

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART F (Continued)

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not



## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.

PART H

15.

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree



125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know



PART H (Continued)

17.

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

2621

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		

A	B	T
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9
10		10
11		11
12		12
13		13
14		14
15		15
16		16
17		17
18		18
19		19
20		20

OpScan Data-Reflex E 888:54321



Dispersed, Men First, OPSCAN Sheet, Likert

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

### EXAMPLE

#### Questionnaire Item

#### Answer Sheet

23. How good are most soldiers at their job?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

	1	2	3	4	5
23.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: first, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

1.

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like signal or military police,

1. . .company morale usually goes way up.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
2. . .the level of discipline usually goes way down.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
3. . .the soldiers take their jobs just as seriously as before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
4. . .the soldiers develop just as much confidence in each other — compared with before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
5. . .a lot less work gets done — compared with before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree



PART A (Continued)

2.

When women are assigned to *support* companies like signal or military police,

6. . .one sees just as much teamwork as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

7. . .there is just as much group spirit as before

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

8. . .pregnancy very often becomes a serious problem.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

9. . .the company carries out its mission just as well as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .company morale would go way up.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART A (Continued)

3.

If women were assigned to *combat* companies (say, Armor or Infantry),

11. . .the level of discipline would go way down.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

12. . .the soldiers would take their jobs just as seriously as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

13. . .the soldiers would develop just as much confidence in each other — compared with before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

14. . .a lot less work would get done — compared with before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

15. . .one would expect to see just as much teamwork as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

16. . .there would be just as much group spirit as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART A (Continued)

If women were assigned to *combat* companies (say, Armor or Infantry),

17. . .pregnancy would very often become a serious problem.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

18. . .the company would carry out its mission just as well as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, and then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

19. . .would be able to drive a jeep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

20. . .would be able to dig a foxhole that would protect them from enemy fire.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

21. . . would be able to give commands in a firm and convincing manner.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
22. . . would be able to do their fair share in putting up a tent.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
23. . . would be able to handle guard-duty alone in an isolated place.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
24. . . would be able to go for a week without a chance to shower.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
25. . . would be able to live in the field for two weeks — with men and women using the same facilities.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
26. . . would be able to keep going after a fellow soldier had been killed.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree



## PART B (Continued)

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

27. . . would be able to stay cool under the stress of battle.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

28. . . would be able to carry a full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

29. . . would be able to drive a 2 1/2-ton truck.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

30. . . would be able to engage the enemy in hand-to-hand combat.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

31. . . would be able to complete a 15-mile march with full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

32. . . would be able to use an M-16 rifle to attack an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

33. . . would be able to fire at an attacking enemy soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly agree
5. Moderately disagree
6. Strongly disagree

35. . . would be able to continue fighting for long periods with no chance to sleep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

36. . . would be able to take charge of a squad and lead an attack on an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

37. . .would be able to shoot to kill.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

38. . .would be able to carry and use a machine gun.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The statements above were about the abilities of enlisted **MEN**. The statements below are about the abilities of enlisted **WOMEN**.

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience)

39. . .would be able to drive a jeep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

40. . .would be able to dig a foxhole that would protect them from enemy fire.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

41. . .would be able to give commands in a firm and convincing manner.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience)

42. . . would be able to do their fair share in putting up a tent.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

43. . . would be able to handle guard-duty alone in an isolated place.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

44. . . would be able to go for a week without a chance to shower.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

45. . . would be able to live in the field for two weeks — with men and women using the same facilities.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

46. . . would be able to keep going after a fellow soldier had been killed.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

47. . . would be able to stay cool under the stress of battle.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



PART B (Continued)

10.

*Almost all* enlisted WOMEN (assuming they had had the necessary training or experience)

48. . .would be able to carry a full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted WOMEN (even assuming they had had the necessary training or experience)

49. . .would be able to drive a 2 1/2 ton truck.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

50. . .would be able to engage the enemy in hand-to-hand combat.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

51. . .would be able to complete a 15-mile march with full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

52. . .would be able to use an M-16 rifle to attack an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART B (Continued)

11.

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

53. . .would be able to fire at an attacking enemy soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

55. . .would be able to continue fighting for long periods with no chance to sleep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

56. . .would be able to take charge of a squad and lead an attack on an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

57. . .would be able to shoot to kill.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

58. . . would be able to carry and use a machine gun.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

62. If men are drafted, women should be drafted too.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART C (Continued)

13.

63. Women should be used in guard-duty assignments the same way men are used.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

64. Women usually work better under pressure than men do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

65. Men definitely have more common sense than women do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

66. Men can almost always do a better job of supervising male soldiers than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

67. Women can almost always do a better job of supervising female soldiers than men can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

68. Men usually make better commanders than women do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



PART C (Continued)

14.

69. Men can usually endure weather conditions of extreme heat or cold better than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

70. Men almost always have more physical strength than women do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

71. Men can usually endure the rigors of outdoor living better than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

72. Women are usually better at taking orders than men are.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

73. It is much worse for a woman to be captured by the enemy than for a man.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

74. The Army's mission is best carried out by men only.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART C (Continued)

75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
76. Female commanders will get just as much respect from the men in their units as male commanders get.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
78. If women were assigned to combat units, the Army would become somewhat less effective.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
79. Women don't make very good bosses at work.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
80. Women should be included in space missions.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree

## PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented? First, imagine the soldier with you is Pfc. *John* Jones. Next, imagine that the soldier with you is Pfc. *Mary* Jones.

*Situation #1.* Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

81. In this situation, Pfc. *John* Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

82. In this situation, Pfc. *Mary* Jones would probably keep down and fire at enemy soldiers or suspected enemy locations.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Situation #2.* You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83. In this situation, Pfc. *John* Jones would probably bring you back out of the clearing and then try to take you back to the base.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

84. In this situation, Pfc. *Mary* Jones would probably bring you back out of the clearing and then try to take you back to the base.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART D (Continued)

*Situation #3.* You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

85. In this situation, Pfc. *John* Jones would probably stay awake and alert.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

86. In this situation, Pfc. *Mary* Jones would probably stay awake and alert.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Situation #4.* You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87. In this situation, Pfc. *John* Jones would — in spite of the wound — continue to fire at the approaching enemy.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

88. In this situation, Pfc. *Mary* Jones would — in spite of the wound — continue to fire at the approaching enemy.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted men and almost all enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted **MEN**. (Assume that they have the necessary training or experience).

89. Almost all enlisted **MEN** have enough physical strength to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

90. Almost all enlisted **MEN** have enough stamina to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

91. Almost all enlisted **MEN** have enough guts to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The questions above asked about enlisted **MEN**. Now let's take the enlisted **WOMEN**. (Again, assume they have the necessary training or experience).

92. Almost all enlisted **WOMEN** have enough physical strength to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

93. Almost all enlisted **WOMEN** have enough stamina to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slight disagree
5. Moderately disagree
6. Strongly disagree

94. Almost all enlisted **WOMEN** have enough guts to be a combat soldier.

- |                     |                        |
|---------------------|------------------------|
| 1. Strongly agree   | 4. Slightly disagree   |
| 2. Moderately agree | 5. Moderately disagree |
| 3. Slightly agree   | 6. Strongly disagree   |

## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART F (Continued)

20.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength



## PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.

## PART H

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

PART H (Continued)

25.

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here



The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

2723

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		

1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36						

19	1	2	3	4	5	6
20	1	2	3	4	5	6
21	1	2	3	4	5	6
22	1	2	3	4	5	6
23	1	2	3	4	5	6
24	1	2	3	4	5	6
25	1	2	3	4	5	6
26	1	2	3	4	5	6
27	1	2	3	4	5	6
28	1	2	3	4	5	6
29	1	2	3	4	5	6
30	1	2	3	4	5	6
31	1	2	3	4	5	6
32	1	2	3	4	5	6
33	1	2	3	4	5	6
34	1	2	3	4	5	6
35	1	2	3	4	5	6
36	1	2	3	4	5	6
37	1	2	3	4	5	6
38	1	2	3	4	5	6
39	1	2	3	4	5	6
40	1	2	3	4	5	6
41	1	2	3	4	5	6
42	1	2	3	4	5	6
43	1	2	3	4	5	6
44	1	2	3	4	5	6
45	1	2	3	4	5	6
46	1	2	3	4	5	6
47	1	2	3	4	5	6
48	1	2	3	4	5	6
49	1	2	3	4	5	6
50	1	2	3	4	5	6
51	1	2	3	4	5	6
52	1	2	3	4	5	6
53	1	2	3	4	5	6
54	1	2	3	4	5	6
55	1	2	3	4	5	6
56	1	2	3	4	5	6
57	1	2	3	4	5	6
58	1	2	3	4	5	6

59	1	2	3	4	5	6	60	1	2	3	4	5	6	61	1	2	3	4	5	6	62	1	2	3	4	5	6	63	1	2	3	4	5	6
64	1	2	3	4	5	6	65	1	2	3	4	5	6	66	1	2	3	4	5	6	67	1	2	3	4	5	6	68	1	2	3	4	5	6
70	1	2	3	4	5	6	71	1	2	3	4	5	6	72	1	2	3	4	5	6	73	1	2	3	4	5	6	74	1	2	3	4	5	6
76	1	2	3	4	5	6	77	1	2	3	4	5	6	78	1	2	3	4	5	6	79	1	2	3	4	5	6	80	1	2	3	4	5	6

81 1 2 3 4 5 6 82 1 2 3 4 5 6 83 1 2 3 4 5 6 84 1 2 3 4 5 6 85 1 2 3 4 5 6 86 1 2 3 4 5 6  
87 1 2 3 4 5 6 88 1 2 3 4 5 6

89 1 2 3 4 5 6 90 1 2 3 4 5 6 91 1 2 3 4 5 6 92 1 2 3 4 5 6 93 1 2 3 4 5 6 94 1 2 3 4 5 6

1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	
95					96					97					98					99					100							
1	2	3	4	5	6	1	2	3	4	5																						
101						102																										

115	1 2		116	1 2		117	1 2		118	1 2 3 4		119	1 2		120	1 2
	1 2			1 2			1 2 3 4 5 6 7						1 2 3 4 5 6		1 2 3 4	
121			122			123						124			125	
	1 2 3 4 5 6		1 2 3 4 5 6 7 8 9 10						1 2 3 4 5			1 2			1 2 3 4 5	
126			127						128			129			130	
	1 2 3			1 2			1 2 3 4 5			1 2 3 4 5 6						
131			132			133			134							

Dispersed, Women First, OPSCAN Sheet, Likert



# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

### EXAMPLE

#### *Questionnaire Item*

#### *Answer Sheet*

23. How good are most soldiers at their job?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

	1	2	3	4	5
23.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: first, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like signal or military police,

1. . .company morale usually goes way up.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
2. . .the level of discipline usually goes way down.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
3. . .the soldiers take their jobs just as seriously as before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
4. . .the soldiers develop just as much confidence in each other — compared with before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
5. . .a lot less work gets done — compared with before.
  1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree

PART A (Continued)

2.

When women are assigned to *support* companies like signal or military police,

6. . .one sees just as much teamwork as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

7. . .there is just as much group spirit as before

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

8. . .pregnancy very often becomes a serious problem.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

9. . .the company carries out its mission just as well as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The statements above were about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to such things as morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .company morale would go way up.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART A (Continued)

If women were assigned to *combat* companies (say, Armor or Infantry),

11. . .the level of discipline would go way down.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

12. . .the soldiers would take their jobs just as seriously as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

13. . .the soldiers would develop just as much confidence in each other — compared with before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

14. . .a lot less work would get done — compared with before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

15. . .one would expect to see just as much teamwork as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

16. . .there would be just as much group spirit as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART A (Continued)

If women were assigned to *combat* companies (say, Armor or Infantry),

17. . . pregnancy would very often become a serious problem.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

18. . . the company would carry out its mission just as well as before.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B

As everyone knows, some things are harder to do than others. There are some things that almost all soldiers can do (for example, lift a typewriter), and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of statements about things that soldiers are sometimes called on to do. In each case, the question is whether you think most enlisted personnel (first, most enlisted men, and then, most enlisted women) would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **WOMEN**.

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience),

19. . . would be able to drive a jeep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

20. . . would be able to dig a foxhole that would protect them from enemy fire.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience)

21. . . would be able to give commands in a firm and convincing manner.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

22. . . would be able to do their fair share in putting up a tent.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

23. . . would be able to handle guard-duty alone in an isolated place.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

24. . . would be able to go for a week without a chance to shower.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

25. . . would be able to live in the field for two weeks — with men and women using the same facilities.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

26. . . would be able to keep going after a fellow soldier had been killed.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Almost all* enlisted **WOMEN** (assuming they had had the necessary training or experience)

27. . . would be able to stay cool under the stress of battle.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

28. . . would be able to carry a full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

29. . . would be able to drive a 2 1/2-ton truck.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

30. . . would be able to engage the enemy in hand-to-hand combat.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

31. . . would be able to complete a 15-mile march with full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART B (Continued)

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

32. . . would be able to use an M-16 rifle to attack an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

33. . . would be able to fire at an attacking enemy soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

35. . . would be able to continue fighting for long periods with no chance to sleep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

36. . . would be able to take charge of a squad and lead an attack on an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **WOMEN** (even assuming they had had the necessary training or experience)

37. . .would be able to shoot to kill.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

38. . .would be able to carry and use a machine gun.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The statements above were about the abilities of enlisted **WOMEN**. The statements below are about the abilities of enlisted **MEN**.

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

39. . .would be able to drive a jeep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

40. . .would be able to dig a foxhole that would protect them from enemy fire.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

41. . .would be able to give commands in a firm and convincing manner.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

42. . . would be able to do their fair share in putting up a tent.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

43. . . would be able to handle guard-duty alone in an isolated place.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

44. . . would be able to go for a week without a chance to shower.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

45. . . would be able to live in the field for two weeks — with men and women using the same facilities.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

46. . . would be able to keep going after a fellow soldier had been killed.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

47. . . would be able to stay cool under the stress of battle.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART B (Continued)

*Almost all* enlisted **MEN** (assuming they had had the necessary training or experience)

48. . .would be able to carry a full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

Here are some more statements. For each one, please tell us to what extent you agree or disagree.

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

49. . .would be able to drive a 2 1/2 ton truck.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

50. . .would be able to engage the enemy in hand-to-hand combat.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

51. . .would be able to complete a 15-mile march with full field pack.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

52. . .would be able to use an M-16 rifle to attack an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART B (Continued)

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

53. . . would be able to fire at an attacking enemy soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

55. . . would be able to continue fighting for long periods with no chance to sleep.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

56. . . would be able to take charge of a squad and lead an attack on an enemy position.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

57. . . would be able to shoot to kill.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART B (Continued)

*Fewer than half* the enlisted **MEN** (even assuming they had had the necessary training or experience)

58. . . would be able to carry and use a machine gun.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

59. Women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies on the same basis as men.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

60. Women should not be assigned to combat jobs at all (for example, rifleman in an Infantry company).

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

61. Women should be used in support units (for example, Signal or Military Police) the same way men are used.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

62. If men are drafted, women should be drafted too.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART C (Continued)

13.

63. Women should be used in guard-duty assignments the same way men are used.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

64. Women usually work better under pressure than men do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

65. Men definitely have more common sense than women do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

66. Men can almost always do a better job of supervising male soldiers than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

67. Women can almost always do a better job of supervising female soldiers than men can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

68. Men usually make better commanders than women do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART C (Continued)

69. Men can usually endure weather conditions of extreme heat or cold better than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

70. Men almost always have more physical strength than women do.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

71. Men can usually endure the rigors of outdoor living better than women can.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

72. Women are usually better at taking orders than men are.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

73. It is much worse for a woman to be captured by the enemy than for a man.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

74. The Army's mission is best carried out by men only.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



75. If a greater number of women were placed in command positions, the effectiveness of the Army would go way down.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
76. Female commanders will get just as much respect from the men in their units as male commanders get.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
77. Women would be a lot worse than men as frontline soldiers, even if they were given the same training.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
78. If women were assigned to combat units, the Army would become somewhat less effective.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
79. Women don't make very good bosses at work.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree
80. Women should be included in space missions.
1. Strongly agree
  2. Moderately agree
  3. Slightly agree
  4. Slightly disagree
  5. Moderately disagree
  6. Strongly disagree

## PART D

This section presents a series of situations. In each case, imagine yourself and one other soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: to what extent do you agree or disagree with the statement presented? First, imagine the soldier with you is Pfc. *Mary Jones*. Next, imagine that the soldier with you is Pfc. *John Jones*.

*Situation #1.* Your company is under small arms fire from an enemy 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

81. In this situation, Pfc. *Mary Jones* would probably keep down and fire at enemy soldiers or suspected enemy locations.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

82. In this situation, Pfc. *John Jones* would probably keep down and fire at enemy soldiers or suspected enemy locations.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Situation #2.* You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83. In this situation, Pfc. *Mary Jones* would probably bring you back out of the clearing and then try to take you back to the base.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

84. In this situation, Pfc. *John Jones* would probably bring you back out of the clearing and then try to take you back to the base.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART D (Continued)

*Situation #3.* You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on this assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

85. In this situation, Pfc. *Mary* Jones would probably stay awake and alert.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

86. In this situation, Pfc. *John* Jones would probably stay awake and alert.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

*Situation #4.* You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87. In this situation, Pfc. *Mary* Jones would — in spite of the wound — continue to fire at the approaching enemy.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

88. In this situation, Pfc. *John* Jones would — in spite of the wound — continue to fire at the approaching enemy.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. The statements below say that almost all enlisted women and almost all enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier. Please tell us how you feel about each of these statements. We'll start with the enlisted **WOMEN**. (Assume that they have the necessary training or experience).

89. Almost all enlisted **WOMEN** have enough physical strength to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

90. Almost all enlisted **WOMEN** have enough stamina to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

91. Almost all enlisted **WOMEN** have enough guts to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

The questions above asked about enlisted **WOMEN**. Now let's take the enlisted **MEN**. (Again, assume they have the necessary training or experience).

92. Almost all enlisted **MEN** have enough physical strength to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

93. Almost all enlisted **MEN** have enough stamina to be a combat soldier.

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slight disagree
5. Moderately disagree
6. Strongly disagree

94. Almost all enlisted **MEN** have enough guts to be a combat soldier.

- |                     |                        |
|---------------------|------------------------|
| 1. Strongly agree   | 4. Slightly disagree   |
| 2. Moderately agree | 5. Moderately disagree |
| 3. Slightly agree   | 6. Strongly disagree   |



## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength



Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.



## PART H

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**

1. *Combat*  
Including:

Air Defense Artillery  
Combat Engineering  
Field Artillery  
Maneuver Combat Arms  
(Infantry-Armor MOS)

2. *Combat Support*  
Including:

Air Defense Missile Repair  
Ballistic Missile Repair  
Chemical  
Combat Missile Maintenance  
Communications and Electronic  
Equipment Maintenance  
General Engineering  
Law Enforcement  
Military Intelligence  
Non-Integrated Radar  
Maintenance  
Power Production  
Signal Intelligence  
Telecommunications and  
Audio-Visual

3. *Combat Service Support*  
Including:

Administration  
Ammunition  
Aviation Maintenance  
Automatic Data Processing  
Band  
Exceptional Management  
Specialties  
Field Service  
Food Service  
Mechanical Maintenance  
Medical  
Petroleum  
Supply  
Topographic Engineering and  
Map Reproduction  
Transportation

4. I don't know

**Officers**

1. *Combat*  
Including:

Infantry  
Armor  
Air Defense Artillery  
Field Artillery

2. *Combat Support*  
Including:

Corps of Engineers  
Signal Corps  
Chemical Corps  
Military Police Corps  
Military Intelligence

3. *Combat Service Support*  
Including:

Quartermaster Corps  
Ordnance Corps  
Transportation Corps  
Adjutant General's Corps  
Army Nurse Corps  
Dental Corps  
Medical Corps  
Medical Service Corps  
Army Medical Specialist Corps  
Veterinary Corps  
Finance Corps  
Judge Advocate General's Corps  
Corps of Chaplains  
Other (Special) Branch

4. I don't know

## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.



2806

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		

DO NOT WRITE  
IN THIS SPACE

ID	0	1	2	3	4	5	6	7	8	9	A	B	T	0	1	2	3	4	5	6	7	8	9
0																							
1																							
2																							
3																							
4																							
5																							
6																							
7																							
8																							
9																							

<b>PART A</b>	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66
	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96
<b>PART B</b>	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78
	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108
	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138
<b>PART C</b>	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88
	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118
	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148
	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178
<b>PART D</b>	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110
	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140
	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170
	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200
<b>PART E</b>	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118
	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148
	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178
	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208
<b>PART F</b>	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124
	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154
	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184
	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214
<b>PART G</b>	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132
	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162
	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192
	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222
<b>PART H</b>	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144
	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174
	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204
	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234

Compact, Men First, Traditional, Multiple Choice

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192



## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police,

1. . .what usually happens to company morale?
  1. It goes way up
  2. It goes up a little
  3. It stays about the same
  4. It goes down a little
  5. It goes way down
2. . .what usually happens to the level of discipline?
  1. It goes way down
  2. It goes down a little
  3. It doesn't change
  4. It goes up a little
  5. It goes way up
3. . .how seriously do the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
4. . .how much confidence do the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
5. . .how much work gets done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
6. . .how much teamwork does one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
7. . .how much group spirit is there — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
8. . .how often does pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
9. . .how well does the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

## PART A (Continued)

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .what do you think would happen to company morale?
  1. It would go way up
  2. It would go up a little
  3. It would stay about the same
  4. It would go down a little
  5. It would go way down
11. . .what do you think would happen to the level of discipline?
  1. It would go way down
  2. It would go down a little
  3. It wouldn't change
  4. It would go up a little
  5. It goes way up
12. . .how seriously would the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
13. . .how much confidence would the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
14. . .how much work would get done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
15. . .how much teamwork would one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
16. . .how much group spirit would one expect to see — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
17. . .how often would pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
18. . .how well would the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

## PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted men and, then, how many enlisted women) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

How many enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	Almost all of them	More than half	About half	Fewer than half	Almost none of them
19. . . would be able to drive a jeep?	1	2	3	4	5
20. . . would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
21. . . would be able to give com- mands in a firm and convincing manner?	1	2	3	4	5
22. . . would be able to do their fair share in putting up a tent?	1	2	3	4	5
23. . . would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
24. . . would be able to go for a week without a chance to shower?	1	2	3	4	5
25. . . would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
26. . . would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
27. . . would be able to stay cool under the stress of battle?	1	2	3	4	5
28. . . would be able to carry a full field pack?	1	2	3	4	5



## PART B (Continued)

How many enlisted <b>MEN</b> (assuming they had had the necessary training or experience),	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
29. . . would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
30. . . would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
31. . . would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
32. . . would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
33. . . would be able to fire at an attacking enemy soldier?	1	2	3	4	5
34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
35. . . would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
36. . . would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
37. . . would be able to shoot to kill?	1	2	3	4	5
38. . . would be able to carry and use a machine gun?	1	2	3	4	5

## PART B (Continued)

The statements above were about the abilities of enlisted men. The statements below are about the abilities of enlisted **WOMEN**.

How many enlisted **WOMEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
39. . .would be able to drive a jeep?	1	2	3	4	5
40. . .would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
41. . .would be able to give commands in a firm and convincing manner?	1	2	3	4	5
42. . .would be able to do their fair share in putting up a tent?	1	2	3	4	5
43. . .would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
44. . .would be able to go for a week without a chance to shower?	1	2	3	4	5
45. . .would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
46. . .would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
47. . .would be able to stay cool under the stress of battle?	1	2	3	4	5
48. . .would be able to carry a full field pack?	1	2	3	4	5

## PART B (Continued)

6.

How many enlisted **WOMEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
49. . .would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
50. . .would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
51. . .would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
52. . .would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
53. . .would be able to fire at an attacking enemy soldier?	1	2	3	4	5
54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
55. . .would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
56. . .would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
57. . .would be able to shoot to kill?	1	2	3	4	5
58. . .would be able to carry and use a machine gun?	1	2	3	4	5

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
61. How should women be used in support units (for example, Signal or Military Police)?
1. The same way men are used
  2. In some kinds of jobs but not others
  3. Only where men are not available
  4. Women should not be in these units at all
62. If men are drafted into the Army, should women be drafted too?
1. Yes — the same as men
  2. Only if there are not enough men
  3. Only if there is a shooting war
  4. No — not at all
63. How should women be used in guard-duty assignments?
1. The same way men are used
  2. In some kinds of duties but not others
  3. Only where men are not available
  4. Women should not be given guard-duty assignments at all
64. Who work better under pressure — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
65. Who have more common sense — men or women — or don't you think there is a difference?
1. Men — definitely
  2. Men — probably
  3. No difference
  4. Women — probably
  5. Women — definitely
66. Who can do a better job of supervising *male* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
67. Who are better at supervising *female* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
68. Who usually make better commanders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always



## PART C (Continued)

69. Who are better able to endure weather conditions of extreme heat or cold — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
70. Who have more physical strength — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
71. Who are better able to endure the rigors of outdoor living — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
72. Who are better at taking orders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
73. Which is worse — for a man to be captured by the enemy or for a woman to be captured by the enemy — or is one just as bad as the other?
1. Much worse for a man to be captured
  2. Somewhat worse for a man to be captured
  3. One is just as bad as the other
  4. Somewhat worse for a woman to be captured
  5. Much worse for a woman to be captured
74. The Army's mission is best carried out:
1. By men only
  2. Mostly by men with some women in support roles
  3. Mostly by men with some women in combat as well as support roles
  4. Equally by men and women
  5. Mostly by women
75. If a greater number of women were placed in command positions, the effectiveness of the Army:
1. Would go way up
  2. Would go up a little
  3. Would not change
  4. Would go down a little
  5. Would go way down
76. How much respect will female commanders get from the men in their units?
1. A lot less respect than male commanders get
  2. A little less respect than male commanders get
  3. Just as much respect as male commanders get
  4. A little more respect than male commanders get
  5. A lot more respect than male commanders get
77. How good would women be as front-line soldiers if they were given the same training that men are given?
1. A lot better than men
  2. A little better than men
  3. About the same as men
  4. A little worse than men
  5. A lot worse than men
78. If women were assigned to combat units, the Army would:
1. Become much more effective
  2. Become somewhat more effective
  3. Remain just as effective
  4. Become somewhat less effective
  5. Become much less effective

PART C (Continued)

9.

79. What sort of bosses at work do women make?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Poor

80. Do you think women should be included in space missions?

1. No, they should not be included
2. Perhaps — but only if there aren't enough qualified men available
3. Perhaps — but only if they are single and don't have any children
4. Yes — provided there are some men along also
5. Yes, they should be included

PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

*Situation #1*

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company. Given the following choices:

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

81. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

82. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

## PART D (Continued)

## Situation #2

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing. Given the following choices:

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while returning to the base to get help
4. Something else that was not appropriate

83. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

84. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

## Situation #3

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding. Given the following choices:

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

85. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

86. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

## Situation #4

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small shrapnel in the left arm and shoulder. The enemy are moving toward you with small arms fire. Given the following choices:

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

87. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

88. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. How many enlisted men and how many enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **MEN**.

Assuming the necessary training or experience, how many enlisted **MEN**:

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
89. . .have enough physical strength to be a combat soldier?	1	2	3	4	5
90. . .have enough stamina to be a combat soldier?	1	2	3	4	5
91. . .have enough guts to be a combat soldier?	1	2	3	4	5

The questions above asked about enlisted **MEN**. Now, let's take enlisted **WOMEN**.

Assuming the necessary training or experience, how many enlisted **WOMEN**:

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
92. . .have enough physical strength to be a combat soldier?	1	2	3	4	5
93. . .have enough stamina to be a combat soldier?	1	2	3	4	5
94. . .have enough guts to be a combat soldier?	1	2	3	4	5



## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART F (Continued)

13.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.



PART H

16.

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

PART H (Continued)

18.

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.



02920

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		

Compact, Women First, Traditional, Multiple Choice

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!



## PART A

1.

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police,

1. . .what usually happens to company morale?
  1. It goes way up
  2. It goes up a little
  3. It stays about the same
  4. It goes down a little
  5. It goes way down
2. . .what usually happens to the level of discipline?
  1. It goes way down
  2. It goes down a little
  3. It doesn't change
  4. It goes up a little
  5. It goes way up
3. . .how seriously do the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
4. . .how much confidence do the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
5. . .how much work gets done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
6. . .how much teamwork does one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
7. . .how much group spirit is there — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
8. . .how often does pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
9. . .how well does the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

## PART A (Continued)

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

- |   |  |
|---|--|
| <p>10. . .what do you think would happen to company morale?</p> <ol style="list-style-type: none"> <li>1. It would go way up</li> <li>2. It would go up a little</li> <li>3. It would stay about the same</li> <li>4. It would go down a little</li> <li>5. It would go way down</li> </ol>   | <p>15. . .how much teamwork would one expect to see — compared with before?</p> <ol style="list-style-type: none"> <li>1. A lot less teamwork than before</li> <li>2. A little less teamwork than before</li> <li>3. The same amount of teamwork as before</li> <li>4. A little more teamwork than before</li> <li>5. A lot more teamwork than before</li> </ol>                   |
| <p>11. . .what do you think would happen to the level of discipline?</p> <ol style="list-style-type: none"> <li>1. It would go way down</li> <li>2. It would go down a little</li> <li>3. It wouldn't change</li> <li>4. It would go up a little</li> <li>5. It goes way up</li> </ol>  | <p>16. . .how much group spirit would one expect to see — compared with before?</p> <ol style="list-style-type: none"> <li>1. A lot more group spirit than before</li> <li>2. A little more group spirit than before</li> <li>3. Just as much group spirit as before</li> <li>4. A little less group spirit than before</li> <li>5. A lot less group spirit than before</li> </ol> |
| <p>12. . .how seriously would the soldiers take their jobs — compared with before?</p> <ol style="list-style-type: none"> <li>1. A lot more seriously than before</li> <li>2. A little more seriously than before</li> <li>3. Just as seriously as before</li> <li>4. A little less seriously than before</li> <li>5. A lot less seriously than before</li> </ol>                             | <p>17. . .how often would pregnancy become a serious problem for the company?</p> <ol style="list-style-type: none"> <li>1. Almost always</li> <li>2. Very often</li> <li>3. Sometimes</li> <li>4. Not very often</li> <li>5. Almost never</li> </ol>  |
| <p>13. . .how much confidence would the soldiers develop in each other — compared with before?</p> <ol style="list-style-type: none"> <li>1. A lot less confidence than before</li> <li>2. A little less confidence than before</li> <li>3. The same amount of confidence as before</li> <li>4. A little more confidence than before</li> <li>5. A lot more confidence than before</li> </ol> | <p>18. . .how well would the company carry out its mission — compared with before?</p> <ol style="list-style-type: none"> <li>1. A lot better than before</li> <li>2. Somewhat better than before</li> <li>3. Just as well as before</li> <li>4. Somewhat worse than before</li> <li>5. A lot worse than before</li> </ol>   |
| <p>14. . .how much work would get done — compared with before?</p> <ol style="list-style-type: none"> <li>1. A lot more work than before</li> <li>2. A little more work than before</li> <li>3. The same amount of work as before</li> <li>4. A little less work than before</li> <li>5. A lot less work than before</li> </ol>   |  |

## PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted women and, then, how many enlisted men) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **WOMEN**.

How many enlisted **WOMEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
19. . .would be able to drive a jeep?	1	2	3	4	5
20. . .would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
21. . .would be able to give com- mands in a firm and convincing manner?	1	2	3	4	5
22. . .would be able to do their fair share in putting up a tent?	1	2	3	4	5
23. . .would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
24. . .would be able to go for a week without a chance to shower?	1	2	3	4	5
25. . .would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
26. . .would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
27. . .would be able to stay cool under the stress of battle?	1	2	3	4	5
28. . .would be able to carry a full field pack?	1	2	3	4	5



## PART B (Continued)

How many enlisted <b>WOMEN</b> (assuming they had had the necessary training or experience),		<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
29.	. . would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
30.	. . would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
31.	. . would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
32.	. . would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
33.	. . would be able to fire at an attacking enemy soldier?	1	2	3	4	5
34.	. . would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
35.	. . would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
36.	. . would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
37.	. . would be able to shoot to kill?	1	2	3	4	5
38.	. . would be able to carry and use a machine gun?	1	2	3	4	5



## PART B (Continued)

The statements above were about the abilities of enlisted women. The statements below are about the abilities of enlisted **MEN**.

How many enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
39. . .would be able to drive a jeep?	1	2	3	4	5
40. . .would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
41. . .would be able to give commands in a firm and convincing manner?	1	2	3	4	5
42. . .would be able to do their fair share in putting up a tent?	1	2	3	4	5
43. . .would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
44. . .would be able to go for a week without a chance to shower?	1	2	3	4	5
45. . .would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
46. . .would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
47. . .would be able to stay cool under the stress of battle?	1	2	3	4	5
48. . .would be able to carry a full field pack?	1	2	3	4	5

## PART B (Continued)

How many enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
49. . .would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
50. . .would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
51. . .would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
52. . .would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
53. . .would be able to fire at an attacking enemy soldier?	1	2	3	4	5
54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
55. . .would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
56. . .would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
57. . .would be able to shoot to kill?	1	2	3	4	5
58. . .would be able to carry and use a machine gun?	1	2	3	4	5

## PART C

7.

What are your opinions about the following statements concerning the role of women in the Army?

59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
61. How should women be used in support units (for example, Signal or Military Police)?
  1. The same way men are used
  2. In some kinds of jobs but not others
  3. Only where men are not available
  4. Women should not be in these units at all
62. If men are drafted into the Army, should women be drafted too?
  1. Yes — the same as men
  2. Only if there are not enough men
  3. Only if there is a shooting war
  4. No — not at all
63. How should women be used in guard-duty assignments?
  1. The same way men are used
  2. In some kinds of duties but not others
  3. Only where men are not available
  4. Women should not be given guard-duty assignments at all
64. Who work better under pressure — men or women — or don't you think there is a difference?
  1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
65. Who have more common sense — men or women — or don't you think there is a difference?
  1. Men — definitely
  2. Men — probably
  3. No difference
  4. Women — probably
  5. Women — definitely
66. Who can do a better job of supervising *male* soldiers — men or women — or don't you think there is a difference?
  1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
67. Who are better at supervising *female* soldiers — men or women — or don't you think there is a difference?
  1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
68. Who usually make better commanders — men or women — or don't you think there is a difference?
  1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always



## PART C (Continued)

69. Who are better able to endure weather conditions of extreme heat or cold — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
70. Who have more physical strength — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
71. Who are better able to endure the rigors of outdoor living — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
72. Who are better at taking orders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
73. Which is worse — for a man to be captured by the enemy or for a woman to be captured by the enemy — or is one just as bad as the other?
1. Much worse for a man to be captured
  2. Somewhat worse for a man to be captured
  3. One is just as bad as the other
  4. Somewhat worse for a woman to be captured
  5. Much worse for a woman to be captured
74. The Army's mission is best carried out:
1. By men only
  2. Mostly by men with some women in support roles
  3. Mostly by men with some women in combat as well as support roles
  4. Equally by men and women
  5. Mostly by women
75. If a greater number of women were placed in command positions, the effectiveness of the Army:
1. Would go way up
  2. Would go up a little
  3. Would not change
  4. Would go down a little
  5. Would go way down
76. How much respect will female commanders get from the men in their units?
1. A lot less respect than male commanders get
  2. A little less respect than male commanders get
  3. Just as much respect as male commanders get
  4. A little more respect than male commanders get
  5. A lot more respect than male commanders get
77. How good would women be as front-line soldiers if they were given the same training that men are given?
1. A lot better than men
  2. A little better than men
  3. About the same as men
  4. A little worse than men
  5. A lot worse than men
78. If women were assigned to combat units, the Army would:
1. Become much more effective
  2. Become somewhat more effective
  3. Remain just as effective
  4. Become somewhat less effective
  5. Become much less effective



PART C (Continued)

9.

79. What sort of bosses at work do women make?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Poor

80. Do you think women should be included in space missions?

1. No, they should not be included
2. Perhaps — but only if there aren't enough qualified men available
3. Perhaps — but only if they are single and don't have any children
4. Yes — provided there are some men along also
5. Yes, they should be included

PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

*Situation #1*

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company. Given the following choices:

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

81. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

82. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

## PART D (Continued)

*Situation #2*

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing. Given the following choices:

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while returning to the base to get help
4. Something else that was not appropriate

83. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

84. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

*Situation #3*

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding. Given the following choices:

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

85. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

86. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

*Situation #4*

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small schrapnel in the left arm and shoulder. The enemy are moving toward you with small arms fire. Given the following choices:

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

87. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

88. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. How many enlisted women and how many enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **WOMEN**.

Assuming the necessary training or experience, how many enlisted **WOMEN**:

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
89. . .have enough physical strength to be a combat soldier?	1	2	3	4	5
90. . .have enough stamina to be a combat soldier?	1	2	3	4	5
91. . .have enough guts to be a combat soldier?	1	2	3	4	5

The questions above asked about enlisted **WOMEN**. Now, let's take enlisted **MEN**.

Assuming the necessary training or experience, how many enlisted **MEN**:

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
92. . .have enough physical strength to be a combat soldier?	1	2	3	4	5
93. . .have enough stamina to be a combat soldier?	1	2	3	4	5
94. . .have enough guts to be a combat soldier?	1	2	3	4	5

## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



PART F (Continued)

13.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

## PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.

PART H

16.

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree



125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

03002

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		



Dispersed, Men First, Traditional, Multiple Choice

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"

- ①. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police,

1. . .what usually happens to company morale?
  1. It goes way up
  2. It goes up a little
  3. It stays about the same
  4. It goes down a little
  5. It goes way down
2. . .what usually happens to the level of discipline?
  1. It goes way down
  2. It goes down a little
  3. It doesn't change
  4. It goes up a little
  5. It goes way up
3. . .how seriously do the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
4. . .how much confidence do the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
5. . .how much work gets done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
6. . .how much teamwork does one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before



## PART A (Continued)

When women are assigned to *support* companies like Signal or Military Police,

7. . .how much group spirit is there — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
8. . .how often does pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
9. . .how well does the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .what do you think would happen to company morale?
  1. It would go way up
  2. It would go up a little
  3. It would stay about the same
  4. It would go down a little
  5. It would go way down
11. . .what do you think would happen to the level of discipline?
  1. It would go way down
  2. It would go down a little
  3. It wouldn't change
  4. It would go up a little
  5. It would go way up
12. . .how seriously would the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before

## PART A (Continued)

If women were assigned to *combat* companies (say, Armor or Infantry),

13. . .how much confidence would the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
14. . .how much work would get done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
15. . .how much teamwork would one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
16. . .how much group spirit would one expect to see — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
17. . .how often would pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
18. . .how well would the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

## PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted men and, then, how many enlisted women) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

How many enlisted **MEN** (assuming they had had the necessary training or experience),

19. . . would be able to drive a jeep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

20. . . would be able to dig a foxhole that would protect them from enemy fire?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

21. . . would be able to give commands in a firm and convincing manner?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

22. . . would be able to do their fair share in putting up a tent?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

23. . . would be able to handle guard-duty alone in an isolated place?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

PART B (Continued)

5.

How many enlisted **MEN** (assuming they had had the necessary training or experience),

24. . . would be able to go for a week without a chance to shower?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

25. . . would be able to live in the field for two weeks — with men and women using the same facilities?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

26. . . would be able to keep going after a fellow soldier had been killed?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

27. . . would be able to stay cool under the stress of battle?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

28. . . would be able to carry a full field pack?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

29. . . would be able to drive a 2 1/2 ton truck?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them



## PART B (Continued)

How many enlisted **MEN** (assuming they had had the necessary training or experience),

30. . .would be able to engage the enemy in hand-to-hand combat?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

31. . .would be able to complete a 15-mile march with full field gear?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

32. . .would be able to use an M-16 rifle to attack an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

33. . .would be able to fire at an attacking enemy soldier?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

34. . .would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

35. . .would be able to continue fighting for long periods with no chance to sleep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

**PART B (Continued)**

7.

How many enlisted **MEN** (assuming they had had the necessary training or experience),

36. . .would be able to take charge of a squad and lead an attack on an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

37. . .would be able to shoot to kill?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

38. . .would be able to carry and use a machine gun?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

The questions above asked your opinion about the abilities of enlisted Men. The questions below ask your opinion about the abilities of enlisted **WOMEN**.

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

39. . .would be able to drive a jeep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

40. . .would be able to dig a foxhole that would protect them from enemy fire?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

41. . .would be able to give commands in a firm and convincing manner?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

42. . . would be able to do their fair share in putting up a tent?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

43. . . would be able to handle guard-duty alone in an isolated place?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

44. . . would be able to go for a week without a chance to shower?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

45. . . would be able to live in the field for two weeks — with men and women using the same facilities?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

46. . . would be able to keep going after a fellow soldier had been killed?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

47. . . would be able to stay cool under the stress of battle?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

48. . . would be able to carry a full field pack?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

49. . . would be able to drive a 2 1/2 ton truck?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

50. . . would be able to engage the enemy in hand-to-hand combat?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

51. . . would be able to complete a 15-mile march with full field gear?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

52. . . would be able to use an M-16 rifle to attack an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

53. . . would be able to fire at an attacking enemy soldier?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them



## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

55. . . would be able to continue fighting for long periods with no chance to sleep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

56. . . would be able to take charge of a squad and lead an attack on an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

57. . . would be able to shoot to kill?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

58. . . would be able to carry and use a machine gun?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?

1. Yes — on the same basis as men
2. Only if there are not enough men to fill these jobs
3. Only if a shooting war breaks out
4. No — not at all

60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?

1. Yes — on the same basis as men
2. Only if there are not enough men to fill these jobs
3. Only if a shooting war breaks out
5. No — not at all

61. How should women be used in support units (for example, Signal or Military Police )?

1. The same way men are used
2. In some kinds of jobs but not others
3. Only where men are not available
4. Women should not be in these units at all

62. If men are drafted into the Army, should women be drafted too?

1. Yes — the same as men
2. Only if there are not enough men
3. Only if there is a shooting war
4. No — not at all

63. How should women be used in guard-duty assignments?

1. The same way men are used
2. In some kinds of duties but not others
3. Only where men are not available
4. Women should not be given guard-duty assignments at all

64. Who work better under pressure — men or women — or don't you think there is a difference?

1. Men — almost always
2. Men — usually
3. No difference
4. Women — usually
5. Women — almost always

## PART C (Continued)

65. Who have more common sense — men or women — or don't you think there is a difference?
1. Men — definitely
  2. Men — probably
  3. No difference
  4. Women — probably
  5. Women — definitely
66. Who can do a better job of supervising *male* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
67. Who are better at supervising *female* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
68. Who usually make better commanders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
69. Who are better able to endure weather conditions of extreme heat or cold — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
70. Who have more physical strength — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always

## PART C (Continued)

71. Who are better able to endure the rigors of outdoor living — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
72. Who are better at taking orders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
73. Which is worse — for a man to be captured by the enemy or for a woman to be captured by the enemy — or is one just as bad as the other?
1. Much worse for a man to be captured
  2. Somewhat worse for a man to be captured
  3. One is just as bad as the other
  4. Somewhat worse for a woman to be captured
  5. Much worse for a woman to be captured
74. The Army's mission is best carried out:
1. by men only
  2. mostly by men with some women in support roles
  3. mostly by men with some women in combat as well as support roles
  4. equally by men and women
  5. mostly by women
75. If a greater number of women were placed in command positions, the effectiveness of the Army:
1. would go way up
  2. would go up a little
  3. would not change
  4. would go down a little
  5. would go way down
76. How much respect will female commanders get from the men in their units?
1. A lot less respect than male commanders get
  2. A little less respect than male commanders get
  3. Just as much respect as male commanders get
  4. A little more respect than male commanders get
  5. A lot more respect than male commanders get



PART C (Continued)

14.

77. How good would women be as front-line soldiers if they were given the same training that men are given?
1. A lot better than men
  2. A little better than men
  3. About the same as men
  4. A little worse than men
  5. A lot worse than men
78. If women were assigned to combat units, the Army would:
1. become much more effective
  2. become somewhat more effective
  3. remain just as effective
  4. become somewhat less effective
  5. become much less effective
79. What sort of bosses at work do women make?
1. Very good
  2. Fairly good
  3. So-so
  4. Not very good
  5. Poor
80. Do you think women should be included in space missions?
1. No, they should not be included
  2. Perhaps — but only if there aren't enough qualified men available
  3. Perhaps — but only if they are single and don't have any children
  4. Yes — provided there are some men along also
  5. Yes, they should be included

## PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

*Situation #1*

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

81. In this situation, what do you think Pfc. *John Jones* would probably do?

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

82. In this situation, what do you think Pfc. *Mary Jones* would probably do?

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

*Situation #2*

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83. In this situation, what do you think Pfc. *John Jones* would probably do?

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while he returned to the base to get help
4. Something else that was not appropriate

84. In this situation, what do you think Pfc. *Mary Jones* would probably do?

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while she returned to the base to get help
4. Something else that was not appropriate

## PART D (Continued)

*Situation #3*

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

85. In this situation, what do you think Pfc. *John* Jones would probably do?

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

86. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

*Situation #4*

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87. In this situation, what do you think Pfc. *John* Jones would probably do?

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

88. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

**PART E**

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. How many enlisted men and how many enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **MEN**.

Assuming the necessary training or experience, how many enlisted **MEN**

89. . .have enough physical strength to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

90. . .have enough stamina to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

91. . .have enough guts to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

The questions above asked about enlisted men. Now, let's take enlisted **WOMEN**. Assuming they have the necessary training or experience, how many enlisted **WOMEN**

92. . .have enough physical strength to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

93. . .have enough stamina to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

94. . .have enough guts to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them



## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART F (Continued)

19.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

## PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.



## PART H

115. What is your sex?

- 1. Male
- 2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

- 1. No
- 2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

- 1. No
- 2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

- 1. No
- 2. Yes

119. . . been given the job of supervising the work of other soldiers?

- 1. No
- 2. Yes — both men and women
- 3. Yes — but only men
- 4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

- 1. No
- 2. Yes

121. . . had a person of your own sex as your supervisor?

- 1. No
- 2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

- 1. No
- 2. Yes

123. . . How many years of schooling have you had?

- 1. 8 or less
- 2. 9-12
- 3. 13
- 4. 14
- 5. 15
- 6. 16
- 7. 17 or more

124. What is the highest educational diploma or degree you have received?

- 1. No high school diploma or G.E.D.
- 2. G.E.D.
- 3. High school diploma
- 4. Associate's Degree
- 5. Bachelor's Degree
- 6. Graduate or Professional Degree

## PART H (Continued)

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

PART H (Continued)

25.

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.



03114

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9							
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20									

Dispersed, Women First, Traditional, Multiple Choice

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the questionnaire itself. In each case, just circle the number of the answer you have chosen.

EXAMPLE: "How good are most soldiers at their job?"

- ①. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

(In this example, the person believes most soldiers are "very good" at their job and therefore marked answer #1.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first* circle the number in front of the answer you think is best, and *then* write your comment in the margin or on the back of the questionnaire.

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the questions and make sure you didn't accidentally skip any of them. Then give your completed questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!



## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police,

1. . . what usually happens to company morale?
  1. It goes way up
  2. It goes up a little
  3. It stays about the same
  4. It goes down a little
  5. It goes way down
2. . . what usually happens to the level of discipline?
  1. It goes way down
  2. It goes down a little
  3. It doesn't change
  4. It goes up a little
  5. It goes way up
3. . . how seriously do the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
4. . . how much confidence do the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
5. . . how much work gets done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
6. . . how much teamwork does one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before

## PART A (Continued)

When women are assigned to *support* companies like Signal or Military Police,

7. . .how much group spirit is there — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
8. . .how often does pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
9. . .how well does the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .what do you think would happen to company morale?
  1. It would go way up
  2. It would go up a little
  3. It would stay about the same
  4. It would go down a little
  5. It would go way down
11. . .what do you think would happen to the level of discipline?
  1. It would go way down
  2. It would go down a little
  3. It wouldn't change
  4. It would go up a little
  5. It would go way up
12. . .how seriously would the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before

## PART A (Continued)

If women were assigned to *combat* companies (say, Armor or Infantry),

13. . .how much confidence would the soldiers develop in each other — compared with before?
1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
14. . .how much work would get done — compared with before?
1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
15. . .how much teamwork would one expect to see — compared with before?
1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
16. . .how much group spirit would one expect to see — compared with before?
1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
17. . .how often would pregnancy become a serious problem for the company?
1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
18. . .how well would the company carry out its mission — compared with before?
1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before



## PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted women and, then, how many enlisted men) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **WOMEN**.

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

19. . . would be able to drive a jeep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

20. . . would be able to dig a foxhole that would protect them from enemy fire?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

21. . . would be able to give commands in a firm and convincing manner?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

22. . . would be able to do their fair share in putting up a tent?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

23. . . would be able to handle guard-duty alone in an isolated place?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them



## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

24. . . would be able to go for a week without a chance to shower?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
25. . . would be able to live in the field for two weeks — with men and women using the same facilities?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
26. . . would be able to keep going after a fellow soldier had been killed?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
27. . . would be able to stay cool under the stress of battle?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
28. . . would be able to carry a full field pack?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
29. . . would be able to drive a 2 1/2 ton truck?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them

## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

30. . . would be able to engage the enemy in hand-to-hand combat?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

31. . . would be able to complete a 15-mile march with full field gear?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

32. . . would be able to use an M-16 rifle to attack an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

33. . . would be able to fire at an attacking enemy soldier?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

35. . . would be able to continue fighting for long periods with no chance to sleep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

36. . . would be able to take charge of a squad and lead an attack on an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

37. . . would be able to shoot to kill?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

38. . . would be able to carry and use a machine gun?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

The questions above asked your opinion about the abilities of enlisted women. The questions below ask you opinion about the abilities of enlisted **MEN**.

How many enlisted **MEN** (assuming they had had the necessary training or experience),

39. . . would be able to drive a jeep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

40. . . would be able to dig a foxhole that would protect them from enemy fire?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

41. . . would be able to give commands in a firm and convincing manner?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **MEN** (assuming they had had the necessary training or experience),

42. . .would be able to do their fair share in putting up a tent?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

43. . .would be able to handle guard-duty alone in an isolated place?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

44. . .would be able to go for a week without a chance to shower?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

45. . .would be able to live in the field for two weeks — with men and women using the same facilities?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

46. . .would be able to keep going after a fellow soldier had been killed?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

47. . .would be able to stay cool under the stress of battle?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them



## PART B (Continued)

How many enlisted **MEN** (assuming they had had the necessary training or experience),

48. . .would be able to carry a full field pack?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

49. . .would be able to drive a 2 1/2 ton truck?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

50. . .would be able to engage the enemy in hand-to-hand combat?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

51. . .would be able to complete a 15-mile march with full field gear?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

52. . .would be able to use an M-16 rifle to attack an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

53. . .would be able to fire at an attacking enemy soldier?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **MEN** (assuming they had had the necessary training or experience),

54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

55. . . would be able to continue fighting for long periods with no chance to sleep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

56. . . would be able to take charge of a squad and lead an attack on an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

57. . . would be able to shoot to kill?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

58. . . would be able to carry and use a machine gun?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  5. No — not at all
61. How should women be used in support units (for example, Signal or Military Police)?
1. The same way men are used
  2. In some kinds of jobs but not others
  3. Only where men are not available
  4. Women should not be in these units at all
62. If men are drafted into the Army, should women be drafted too?
1. Yes — the same as men
  2. Only if there are not enough men
  3. Only if there is a shooting war
  4. No — not at all
63. How should women be used in guard-duty assignments?
1. The same way men are used
  2. In some kinds of duties but not others
  3. Only where men are not available
  4. Women should not be given guard-duty assignments at all
64. Who work better under pressure — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always

PART C (Continued)

12.

65. Who have more common sense — men or women — or don't you think there is a difference?
1. Men — definitely
  2. Men — probably
  3. No difference
  4. Women — probably
  5. Women — definitely
66. Who can do a better job of supervising *male* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
67. Who are better at supervising *female* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
68. Who usually make better commanders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
69. Who are better able to endure weather conditions of extreme heat or cold — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
70. Who have more physical strength — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always



## PART C (Continued)

71. Who are better able to endure the rigors of outdoor living — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
72. Who are better at taking orders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
73. Which is worse — for a man to be captured by the enemy or for a woman to be captured by the enemy — or is one just as bad as the other?
1. Much worse for a man to be captured
  2. Somewhat worse for a man to be captured
  3. One is just as bad as the other
  4. Somewhat worse for a woman to be captured
  5. Much worse for a woman to be captured
74. The Army's mission is best carried out:
1. by men only
  2. mostly by men with some women in support roles
  3. mostly by men with some women in combat as well as support roles
  4. equally by men and women
  5. mostly by women
75. If a greater number of women were placed in command positions, the effectiveness of the Army:
1. would go way up
  2. would go up a little
  3. would not change
  4. would go down a little
  5. would go way down
76. How much respect will female commanders get from the men in their units?
1. A lot less respect than male commanders get
  2. A little less respect than male commanders get
  3. Just as much respect as male commanders get
  4. A little more respect than male commanders get
  5. A lot more respect than male commanders get

## PART C (Continued)

77. How good would women be as front-line soldiers if they were given the same training that men are given?
1. A lot better than men
  2. A little better than men
  3. About the same as men
  4. A little worse than men
  5. A lot worse than men
78. If women were assigned to combat units, the Army would:
1. become much more effective
  2. become somewhat more effective
  3. remain just as effective
  4. become somewhat less effective
  5. become much less effective
79. What sort of bosses at work do women make?
1. Very good
  2. Fairly good
  3. So-so
  4. Not very good
  5. Poor
80. Do you think women should be included in space missions?
1. No, they should not be included
  2. Perhaps — but only if there aren't enough qualified men available
  3. Perhaps — but only if they are single and don't have any children
  4. Yes — provided there are some men along also
  5. Yes, they should be included

## PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

*Situation #1*

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

81. In this situation, what do you think Pfc. *Mary Jones* would probably do?

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

82. In this situation, what do you think Pfc. *John Jones* would probably do?

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

*Situation #2*

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83. In this situation, what do you think Pfc. *Mary Jones* would probably do?

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while she returned to the base to get help
4. Something else that was not appropriate

84. In this situation, what do you think Pfc. *John Jones* would probably do?

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while he returned to the base to get help
4. Something else that was not appropriate

## PART D (Continued)

*Situation #3*

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

85. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

86. In this situation, what do you think Pfc. *John* Jones would probably do?

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

*Situation #4*

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

88. In this situation, what do you think Pfc. *John* Jones would probably do?

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate



It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. How many enlisted women and how many enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **WOMEN**.

Assuming the necessary training or experience, how many enlisted **WOMEN**

89. . .have enough physical strength to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

90. . .have enough stamina to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

91. . .have enough guts to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

The questions above asked about enlisted women. Now, lets take enlisted **MEN**. Assuming they have the necessary training or experience, how many enlisted **MEN**

92. . .have enough physical strength to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

93. . .have enough stamina to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

94. . .have enough guts to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART F (Continued)

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength



## PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.

## PART H

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree

## PART H (Continued)

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure – but probably
3. Not sure – but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here



The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

03216

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		

Compact, Men First, OPSCAN Sheet, Multiple Choice

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192



## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

### EXAMPLE

Questionnaire Item	Answer Sheet
23. How good are most soldiers at their job?	
1. Very good	1 2 3 4 5
2. Fairly good	23. <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
3. So-so	
4. Not very good	
5. Not good at all	

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: first, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police,

1. . . what usually happens to company morale?
  1. It goes way up
  2. It goes up a little
  3. It stays about the same
  4. It goes down a little
  5. It goes way down
2. . . what usually happens to the level of discipline?
  1. It goes way down
  2. It goes down a little
  3. It doesn't change
  4. It goes up a little
  5. It goes way up
3. . . how seriously do the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
4. . . how much confidence do the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
5. . . how much work gets done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
6. . . how much teamwork does one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
7. . . how much group spirit is there — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
8. . . how often does pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
9. . . how well does the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

## PART A (Continued)

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .what do you think would happen to company morale?
  1. It would go way up
  2. It would go up a little
  3. It would stay about the same
  4. It would go down a little
  5. It would go way down
11. . .what do you think would happen to the level of discipline?
  1. It would go way down
  2. It would go down a little
  3. It wouldn't change
  4. It would go up a little
  5. It goes way up
12. . .how seriously would the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
13. . .how much confidence would the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
14. . .how much work would get done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
15. . .how much teamwork would one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
16. . .how much group spirit would one expect to see — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
17. . .how often would pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
18. . .how well would the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before



## PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted men and, then, how many enlisted women) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

How many enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
19. . . would be able to drive a jeep?	1	2	3	4	5
20. . . would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
21. . . would be able to give com- mands in a firm and convincing manner?	1	2	3	4	5
22. . . would be able to do their fair share in putting up a tent?	1	2	3	4	5
23. . . would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
24. . . would be able to go for a week without a chance to shower?	1	2	3	4	5
25. . . would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
26. . . would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
27. . . would be able to stay cool under the stress of battle?	1	2	3	4	5
28. . . would be able to carry a full field pack?	1	2	3	4	5



PART B (Continued)

4.

How many enlisted **MEN**  
(assuming they had had the  
necessary training or experience),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
29. . .would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
30. . .would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
31. . .would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
32. . .would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
33. . .would be able to fire at an attacking enemy soldier?	1	2	3	4	5
34. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
35. . .would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
36. . .would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
37. . .would be able to shoot to kill?	1	2	3	4	5
38. . .would be able to carry and use a machine gun?	1	2	3	4	5

## PART B (Continued)

The statements above were about the abilities of enlisted men. The statements below are about the abilities of enlisted **WOMEN**.

How many enlisted **WOMEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
39. . . would be able to drive a jeep?	1	2	3	4	5
40. . . would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
41. . . would be able to give commands in a firm and convincing manner?	1	2	3	4	5
42. . . would be able to do their fair share in putting up a tent?	1	2	3	4	5
43. . . would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
44. . . would be able to go for a week without a chance to shower?	1	2	3	4	5
45. . . would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
46. . . would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
47. . . would be able to stay cool under the stress of battle?	1	2	3	4	5
48. . . would be able to carry a full field pack?	1	2	3	4	5

## PART B (Continued)

How many enlisted **WOMEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
49. . . would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
50. . . would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
51. . . would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
52. . . would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
53. . . would be able to fire at an attacking enemy soldier?	1	2	3	4	5
54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
55. . . would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
56. . . would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
57. . . would be able to shoot to kill?	1	2	3	4	5
58. . . would be able to carry and use a machine gun?	1	2	3	4	5

## PART C

7.

What are your opinions about the following statements concerning the role of women in the Army?

59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
  1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
  1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
61. How should women be used in support units (for example, Signal or Military Police)?
  1. The same way men are used
  2. In some kinds of jobs but not others
  3. Only where men are not available
  4. Women should not be in these units at all
62. If men are drafted into the Army, should women be drafted too?
  1. Yes — the same as men
  2. Only if there are not enough men
  3. Only if there is a shooting war
  4. No — not at all
63. How should women be used in guard-duty assignments?
  1. The same way men are used
  2. In some kinds of duties but not others
  3. Only where men are not available
  4. Women should not be given guard-duty assignments at all
64. Who work better under pressure — men or women — or don't you think there is a difference?
  1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
65. Who have more common sense — men or women — or don't you think there is a difference?
  1. Men — definitely
  2. Men — probably
  3. No difference
  4. Women — probably
  5. Women — definitely
66. Who can do a better job of supervising *male* soldiers — men or women — or don't you think there is a difference?
  1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
67. Who are better at supervising *female* soldiers — men or women — or don't you think there is a difference?
  1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
68. Who usually make better commanders — men or women — or don't you think there is a difference?
  1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always



## PART C (Continued)

69. Who are better able to endure weather conditions of extreme heat or cold — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
70. Who have more physical strength — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
71. Who are better able to endure the rigors of outdoor living — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
72. Who are better at taking orders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
73. Which is worse — for a man to be captured by the enemy or for a woman to be captured by the enemy — or is one just as bad as the other?
1. Much worse for a man to be captured
  2. Somewhat worse for a man to be captured
  3. One is just as bad as the other
  4. Somewhat worse for a woman to be captured
  5. Much worse for a woman to be captured
74. The Army's mission is best carried out:
1. By men only
  2. Mostly by men with some women in support roles
  3. Mostly by men with some women in combat as well as support roles
  4. Equally by men and women
  5. Mostly by women
75. If a greater number of women were placed in command positions, the effectiveness of the Army:
1. Would go way up
  2. Would go up a little
  3. Would not change
  4. Would go down a little
  5. Would go way down
76. How much respect will female commanders get from the men in their units?
1. A lot less respect than male commanders get
  2. A little less respect than male commanders get
  3. Just as much respect as male commanders get
  4. A little more respect than male commanders get
  5. A lot more respect than male commanders get
77. How good would women be as front-line soldiers if they were given the same training that men are given?
1. A lot better than men
  2. A little better than men
  3. About the same as men
  4. A little worse than men
  5. A lot worse than men
78. If women were assigned to combat units, the Army would:
1. Become much more effective
  2. Become somewhat more effective
  3. Remain just as effective
  4. Become somewhat less effective
  5. Become much less effective

## PART C (Continued)

79. What sort of bosses at work do women make?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Poor

80. Do you think women should be included in space missions?

1. No, they should not be included
2. Perhaps — but only if there aren't enough qualified men available
3. Perhaps — but only if they are single and don't have any children
4. Yes — provided there are some men along also
5. Yes, they should be included

## PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

*Situation #1*

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company. Given the following choices:

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

81. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

82. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

## PART D (Continued)

10.

*Situation #2*

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing. Given the following choices:

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while returning to the base to get help
4. Something else that was not appropriate

83. What do you think Pfc. *John* Jones would probably do?      1    2    3    4
84. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

*Situation #3*

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding. Given the following choices:

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

85. What do you think Pfc. *John* Jones would probably do?      1    2    3    4
86. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

*Situation #4*

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small shrapnel in the left arm and shoulder. The enemy are moving toward you with small arms fire. Given the following choices:

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

87. What do you think Pfc. *John* Jones would probably do?      1    2    3    4
88. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4



# PART E

11.

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. How many enlisted men and how many enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **MEN**.

Assuming the necessary training or experience, how many enlisted **MEN**:

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
89. . .have enough physical strength to be a combat soldier?	1	2	3	4	5
90. . .have enough stamina to be a combat soldier?	1	2	3	4	5
91. . .have enough guts to be a combat soldier?	1	2	3	4	5

The questions above asked about enlisted **MEN**. Now, let's take enlisted **WOMEN**.

Assuming the necessary training or experience, how many enlisted **WOMEN**:

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
92. . .have enough physical strength to be a combat soldier?	1	2	3	4	5
93. . .have enough stamina to be a combat soldier?	1	2	3	4	5
94. . .have enough guts to be a combat soldier?	1	2	3	4	5



## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

PART F (Continued)

13.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

## PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.



PART H

16.

115. What is your sex?

1. Male
2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No
2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No
2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No
2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No
2. Yes — both men and women
3. Yes — but only men
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No
2. Yes

121. . . had a person of your own sex as your supervisor?

1. No
2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No
2. Yes

123. . . How many years of schooling have you had?

1. 8 or less
2. 9-12
3. 13
4. 14
5. 15
6. 16
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.
2. G.E.D.
3. High school diploma
4. Associate's Degree
5. Bachelor's Degree
6. Graduate or Professional Degree

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordinance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.



03318

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		

D		A		B		T	
0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9

## PART B

## PART C

## PART D

## PART E

## PART F

## PART G

## PART H

Compact, Women First, OPSCAN Sheet, Multiple Choice

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192



## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

### EXAMPLE

#### *Questionnaire Item*

#### *Answer Sheet*

23. How good are most soldiers at their job?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

	1	2	3	4	5
23.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: first, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police,

1. . . what usually happens to company morale?
  1. It goes way up
  2. It goes up a little
  3. It stays about the same
  4. It goes down a little
  5. It goes way down
2. . . what usually happens to the level of discipline?
  1. It goes way down
  2. It goes down a little
  3. It doesn't change
  4. It goes up a little
  5. It goes way up
3. . . how seriously do the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
4. . . how much confidence do the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
5. . . how much work gets done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
6. . . how much teamwork does one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
7. . . how much group spirit is there — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
8. . . how often does pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
9. . . how well does the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

## PART A (Continued)

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .what do you think would happen to company morale?
  1. It would go way up
  2. It would go up a little
  3. It would stay about the same
  4. It would go down a little
  5. It would go way down
11. . .what do you think would happen to the level of discipline?
  1. It would go way down
  2. It would go down a little
  3. It wouldn't change
  4. It would go up a little
  5. It goes way up
12. . .how seriously would the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
13. . .how much confidence would the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
14. . .how much work would get done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
15. . .how much teamwork would one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
16. . .how much group spirit would one expect to see — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
17. . .how often would pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
18. . .how well would the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before



## PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted women and, then, how many enlisted men) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **WOMEN**.

How many enlisted <b>WOMEN</b> (assuming they had had the necessary training or experi- ence),		Almost all of them	More than half	About half	Fewer than half	Almost none of them
19.	. . would be able to drive a jeep?	1	2	3	4	5
20.	. . would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
21.	. . would be able to give com- mands in a firm and convincing manner?	1	2	3	4	5
22.	. . would be able to do their fair share in putting up a tent?	1	2	3	4	5
23.	. . would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
24.	. . would be able to go for a week without a chance to shower?	1	2	3	4	5
25.	. . would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
26.	. . would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
27.	. . would be able to stay cool under the stress of battle?	1	2	3	4	5
28.	. . would be able to carry a full field pack?	1	2	3	4	5



## PART B (Continued)

4.

How many enlisted <b>WOMEN</b> (assuming they had had the necessary training or experience),		<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
29.	. .would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
30.	. .would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
31.	. .would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
32.	. .would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
33.	. .would be able to fire at an attacking enemy soldier?	1	2	3	4	5
34.	. .would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
35.	. .would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
36.	. .would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
37.	. .would be able to shoot to kill?	1	2	3	4	5
38.	. .would be able to carry and use a machine gun?	1	2	3	4	5

## PART B (Continued)

The statements above were about the abilities of enlisted women. The statements below are about the abilities of enlisted **MEN**.

How many enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
39. . . would be able to drive a jeep?	1	2	3	4	5
40. . . would be able to dig a foxhole that would protect them from enemy fire?	1	2	3	4	5
41. . . would be able to give commands in a firm and convincing manner?	1	2	3	4	5
42. . . would be able to do their fair share in putting up a tent?	1	2	3	4	5
43. . . would be able to handle guard-duty alone in an isolated place?	1	2	3	4	5
44. . . would be able to go for a week without a chance to shower?	1	2	3	4	5
45. . . would be able to live in the field for two weeks — with men and women using the same facilities?	1	2	3	4	5
46. . . would be able to keep going after a fellow soldier had been killed?	1	2	3	4	5
47. . . would be able to stay cool under the stress of battle?	1	2	3	4	5
48. . . would be able to carry a full field pack?	1	2	3	4	5

## PART B (Continued)

6.

How many enlisted **MEN**  
(assuming they had had the  
necessary training or experi-  
ence),

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
49. . .would be able to drive a 2 1/2 ton truck?	1	2	3	4	5
50. . .would be able to engage the enemy in hand-to-hand combat?	1	2	3	4	5
51. . .would be able to complete a 15-mile march with full field pack?	1	2	3	4	5
52. . .would be able to use an M-16 rifle to attack an enemy position?	1	2	3	4	5
53. . .would be able to fire at an attacking enemy soldier?	1	2	3	4	5
54. . .would be able to fire at an unsuspecting enemy soldier if the situation called for it?	1	2	3	4	5
55. . .would be able to continue fighting for long periods with no chance to sleep?	1	2	3	4	5
56. . .would be able to take charge of a squad and lead an attack on an enemy position?	1	2	3	4	5
57. . .would be able to shoot to kill?	1	2	3	4	5
58. . .would be able to carry and use a machine gun?	1	2	3	4	5

## PART C

What are your opinions about the following statements concerning the role of women in the Army?

59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
61. How should women be used in support units (for example, Signal or Military Police)?
1. The same way men are used
  2. In some kinds of jobs but not others
  3. Only where men are not available
  4. Women should not be in these units at all
62. If men are drafted into the Army, should women be drafted too?
1. Yes — the same as men
  2. Only if there are not enough men
  3. Only if there is a shooting war
  4. No — not at all
63. How should women be used in guard-duty assignments?
1. The same way men are used
  2. In some kinds of duties but not others
  3. Only where men are not available
  4. Women should not be given guard-duty assignments at all
64. Who work better under pressure — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
65. Who have more common sense — men or women — or don't you think there is a difference?
1. Men — definitely
  2. Men — probably
  3. No difference
  4. Women — probably
  5. Women — definitely
66. Who can do a better job of supervising *male* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
67. Who are better at supervising *female* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
68. Who usually make better commanders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always



## PART C (Continued)

69. Who are better able to endure weather conditions of extreme heat or cold — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
70. Who have more physical strength — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
71. Who are better able to endure the rigors of outdoor living — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
72. Who are better at taking orders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
73. Which is worse — for a man to be captured by the enemy or for a woman to be captured by the enemy — or is one just as bad as the other?
1. Much worse for a man to be captured
  2. Somewhat worse for a man to be captured
  3. One is just as bad as the other
  4. Somewhat worse for a woman to be captured
  5. Much worse for a woman to be captured
74. The Army's mission is best carried out:
1. By men only
  2. Mostly by men with some women in support roles
  3. Mostly by men with some women in combat as well as support roles
  4. Equally by men and women
  5. Mostly by women
75. If a greater number of women were placed in command positions, the effectiveness of the Army:
1. Would go way up
  2. Would go up a little
  3. Would not change
  4. Would go down a little
  5. Would go way down
76. How much respect will female commanders get from the men in their units?
1. A lot less respect than male commanders get
  2. A little less respect than male commanders get
  3. Just as much respect as male commanders get
  4. A little more respect than male commanders get
  5. A lot more respect than male commanders get
77. How good would women be as front-line soldiers if they were given the same training that men are given?
1. A lot better than men
  2. A little better than men
  3. About the same as men
  4. A little worse than men
  5. A lot worse than men
78. If women were assigned to combat units, the Army would:
1. Become much more effective
  2. Become somewhat more effective
  3. Remain just as effective
  4. Become somewhat less effective
  5. Become much less effective

PART C (Continued)

9.

79. What sort of bosses at work do women make?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Poor

80. Do you think women should be included in space missions?

1. No, they should not be included
2. Perhaps — but only if there aren't enough qualified men available
3. Perhaps — but only if they are single and don't have any children
4. Yes — provided there are some men along also
5. Yes, they should be included

PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

*Situation #1*

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company. Given the following choices:

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

81. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

82. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

## PART D (Continued)

10.

*Situation #2*

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing. Given the following choices:

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while returning to the base to get help
4. Something else that was not appropriate

83. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

84. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

*Situation #3*

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding. Given the following choices:

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

85. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

86. What do you think Pfc. *John* Jones would probably do?      1    2    3    4

*Situation #4*

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small shrapnel in the left arm and shoulder. The enemy are moving toward you with small arms fire. Given the following choices:

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

87. What do you think Pfc. *Mary* Jones would probably do?      1    2    3    4

88. What do you think Pfc. *John* Jones would probably do?      1    2    3    4



## PART E

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And, it takes just plain guts. We'd like to consider these things one at a time. How many enlisted women and how many enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **WOMEN**.

Assuming the necessary training or experience, how many enlisted **WOMEN**:

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
89. . .have enough physical strength to be a combat soldier?	1	2	3	4	5
90. . .have enough stamina to be a combat soldier?	1	2	3	4	5
91. . .have enough guts to be a combat soldier?	1	2	3	4	5

The questions above asked about enlisted **WOMEN**. Now, let's take enlisted **MEN**.

Assuming the necessary training or experience, how many enlisted **MEN**:

	<u>Almost all of them</u>	<u>More than half</u>	<u>About half</u>	<u>Fewer than half</u>	<u>Almost none of them</u>
92. . .have enough physical strength to be a combat soldier?	1	2	3	4	5
93. . .have enough stamina to be a combat soldier?	1	2	3	4	5
94. . .have enough guts to be a combat soldier?	1	2	3	4	5



## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

## PART F (Continued)

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

## PART G (Continued)

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.



115. What is your sex?

- 1. Male
- 2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

- 1. No
- 2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

- 1. No
- 2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

- 1. No
- 2. Yes

119. . . been given the job of supervising the work of other soldiers?

- 1. No
- 2. Yes — both men and women
- 3. Yes — but only men
- 4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

- 1. No
- 2. Yes

121. . . had a person of your own sex as your supervisor?

- 1. No
- 2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

- 1. No
- 2. Yes

123. . . How many years of schooling have you had?

- 1. 8 or less
- 2. 9-12
- 3. 13
- 4. 14
- 5. 15
- 6. 16
- 7. 17 or more

124. What is the highest educational diploma or degree you have received?

- 1. No high school diploma or G.E.D.
- 2. G.E.D.
- 3. High school diploma
- 4. Associate's Degree
- 5. Bachelor's Degree
- 6. Graduate or Professional Degree

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

PART H (Continued)

18.

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.



03488

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		

# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

### EXAMPLE

#### *Questionnaire Item*

#### *Answer Sheet*

23. How good are most soldiers at their job?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

	1	2	3	4	5
23.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: first, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police,

1. . .what usually happens to company morale?
  1. It goes way up
  2. It goes up a little
  3. It stays about the same
  4. It goes down a little
  5. It goes way down
2. . .what usually happens to the level of discipline?
  1. It goes way down
  2. It goes down a little
  3. It doesn't change
  4. It goes up a little
  5. It goes way up
3. . .how seriously do the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
4. . .how much confidence do the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
5. . .how much work gets done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
6. . .how much teamwork does one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before



PART A (Continued)

2.

When women are assigned to *support* companies like Signal or Military Police,

7. . .how much group spirit is there — compared with before?

1. A lot more group spirit than before
2. A little more group spirit than before
3. Just as much group spirit as before
4. A little less group spirit than before
5. A lot less group spirit than before

8. . .how often does pregnancy become a serious problem for the company?

1. Almost always
2. Very often
3. Sometimes
4. Not very often
5. Almost never

9. . .how well does the company carry out its mission — compared with before?

1. A lot better than before
2. Somewhat better than before
3. Just as well as before
4. Somewhat worse than before
5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .what do you think would happen to company morale?

1. It would go way up
2. It would go up a little
3. It would stay about the same
4. It would go down a little
5. It would go way down

11. . .what do you think would happen to the level of discipline?

1. It would go way down
2. It would go down a little
3. It wouldn't change
4. It would go up a little
5. It would go way up

12. . .how seriously would the soldiers take their jobs — compared with before?

1. A lot more seriously than before
2. A little more seriously than before
3. Just as seriously as before
4. A little less seriously than before
5. A lot less seriously than before

## PART A (Continued)

If women were assigned to *combat* companies (say, Armor or Infantry),

13. . .how much confidence would the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
14. . .how much work would get done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
15. . .how much teamwork would one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before
16. . .how much group spirit would one expect to see — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
17. . .how often would pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
18. . .how well would the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

## PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted men and, then, how many enlisted women) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **MEN**.

How many enlisted **MEN** (assuming they had had the necessary training or experience),

19. . . would be able to drive a jeep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

20. . . would be able to dig a foxhole that would protect them from enemy fire?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

21. . . would be able to give commands in a firm and convincing manner?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

22. . . would be able to do their fair share in putting up a tent?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

23. . . would be able to handle guard-duty alone in an isolated place?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **MEN** (assuming they had had the necessary training or experience),

24. . . would be able to go for a week without a chance to shower?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
25. . . would be able to live in the field for two weeks — with men and women using the same facilities?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
26. . . would be able to keep going after a 'fellow soldier had been killed?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
27. . . would be able to stay cool under the stress of battle?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
28. . . would be able to carry a full field pack?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
29. . . would be able to drive a 2 1/2 ton truck?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them



**PART B (Continued)**

6.

How many enlisted **MEN** (assuming they had had the necessary training or experience),

30. . . would be able to engage the enemy in hand-to-hand combat?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

31. . . would be able to complete a 15-mile march with full field gear?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

32. . . would be able to use an M-16 rifle to attack an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

33. . . would be able to fire at an attacking enemy soldier?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

34. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

35. . . would be able to continue fighting for long periods with no chance to sleep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

DO NOT WRITE  
IN THIS SPACE

ID

00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20

A B

00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20

**PART A**

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

**PART B**

19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

**PART C**

59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80																		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

**PART D**

81	82	83	84	85	86	87	88
1	2	3	4	5	6	7	8
1	2	3	4	5	6	7	8
1	2	3	4	5	6	7	8

**PART E**

89	90	91	92	93	94
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6

**PART F**

95	96	97	98	99	100
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6

**PART G**

103	104	105	106	107	108
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6

**PART H**

115	116	117	118	119	120
1	2	3	4	5	6
1	2	3	4	5	6
1	2	3	4	5	6

Dispersed, Men First, OPSCAN Sheet, Multiple Choice

DO NOT WRITE  
IN THIS SPACE

ID

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20

A B T

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20

PART A

1	1 2 3 4 5	2	1 2 3 4 5	3	1 2 3 4 5	4	1 2 3 4 5	5	1 2 3 4 5	6	1 2 3 4 5
7	1 2 3 4 5	8	1 2 3 4 5	9	1 2 3 4 5	10	1 2 3 4 5	11	1 2 3 4 5	12	1 2 3 4 5
13	1 2 3 4 5	14	1 2 3 4 5	15	1 2 3 4 5	16	1 2 3 4 5	17	1 2 3 4 5	18	1 2 3 4 5

PART B

19	1 2 3 4 5	20	1 2 3 4 5	21	1 2 3 4 5	22	1 2 3 4 5	23	1 2 3 4 5	24	1 2 3 4 5
25	1 2 3 4 5	26	1 2 3 4 5	27	1 2 3 4 5	28	1 2 3 4 5	29	1 2 3 4 5	30	1 2 3 4 5
31	1 2 3 4 5	32	1 2 3 4 5	33	1 2 3 4 5	34	1 2 3 4 5	35	1 2 3 4 5	36	1 2 3 4 5
37	1 2 3 4 5	38	1 2 3 4 5	39	1 2 3 4 5	40	1 2 3 4 5	41	1 2 3 4 5	42	1 2 3 4 5
43	1 2 3 4 5	44	1 2 3 4 5	45	1 2 3 4 5	46	1 2 3 4 5	47	1 2 3 4 5	48	1 2 3 4 5
49	1 2 3 4 5	50	1 2 3 4 5	51	1 2 3 4 5	52	1 2 3 4 5	53	1 2 3 4 5	54	1 2 3 4 5
55	1 2 3 4 5	56	1 2 3 4 5	57	1 2 3 4 5	58	1 2 3 4 5				

PART C

59	1 2 3 4	60	1 2 3 4	61	1 2 3 4	62	1 2 3 4	63	1 2 3 4		
64	1 2 3 4 5	65	1 2 3 4 5	66	1 2 3 4 5	67	1 2 3 4 5	68	1 2 3 4 5	69	1 2 3 4 5
70	1 2 3 4 5	71	1 2 3 4 5	72	1 2 3 4 5	73	1 2 3 4 5	74	1 2 3 4 5	75	1 2 3 4 5
76	1 2 3 4 5	77	1 2 3 4 5	78	1 2 3 4 5	79	1 2 3 4 5	80	1 2 3 4 5		

PART D

81	1 2 3 4	82	1 2 3 4	83	1 2 3 4	84	1 2 3 4	85	1 2 3 4	86	1 2 3 4
87	1 2 3 4	88	1 2 3 4								

PART E

89	1 2 3 4 5	90	1 2 3 4 5	91	1 2 3 4 5	92	1 2 3 4 5	93	1 2 3 4 5	94	1 2 3 4 5
----	-----------	----	-----------	----	-----------	----	-----------	----	-----------	----	-----------

PART F

95	1 2 3 4 5	96	1 2 3 4 5	97	1 2 3 4 5 6	98	1 2 3 4 5 6	99	1 2 3 4 5 6	100	1 2 3 4
101	1 2 3 4 5 6	102	1 2 3 4 5								

PART G

103	1 2	104	1 2	105	1 2	106	1 2	107	1 2	108	1 2
109	1 2	110	1 2	111	1 2	112	1 2	113	1 2	114	1 2

PART H

115	1 2	116	1 2	117	1 2	118	1 2 3 4	119	1 2	120	1 2
121	1 2	122	1 2	123	1 2 3 4 5 6 7	124	1 2 3 4 5 6	125	1 2 3 4		
126	1 2 3 4 5 6	127	1 2 3 4 5 6 7 8 9 10	128	1 2 3 4 5	129	1 2	130	1 2 3 4 5		
131		132	1 2	133	1 2 3 4 5	134	1 2 3 4 5 6				



**PART B (Continued)**

How many enlisted **MEN** (assuming they had had the necessary training or experience),

36. . . would be able to take charge of a squad and lead an attack on an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

37. . . would be able to shoot to kill?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

38. . . would be able to carry and use a machine gun?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

The questions above asked your opinion about the abilities of enlisted Men. The questions below ask your opinion about the abilities of enlisted **WOMEN**.

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

39. . . would be able to drive a jeep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

40. . . would be able to dig a foxhole that would protect them from enemy fire?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

41. . . would be able to give commands in a firm and convincing manner?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

42. . .would be able to do their fair share in putting up a tent?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
43. . .would be able to handle guard-duty alone in an isolated place?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
44. . .would be able to go for a week without a chance to shower?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
45. . .would be able to live in the field for two weeks — with men and women using the same facilities?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
46. . .would be able to keep going after a fellow soldier had been killed?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
47. . .would be able to stay cool under the stress of battle?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them

## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

48. . . would be able to carry a full field pack?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

49. . . would be able to drive a 2 1/2 ton truck?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

50. . . would be able to engage the enemy in hand-to-hand combat?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

51. . . would be able to complete a 15-mile march with full field gear?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

52. . . would be able to use an M-16 rifle to attack an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

53. . . would be able to fire at an attacking enemy soldier?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

55. . . would be able to continue fighting for long periods with no chance to sleep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

56. . . would be able to take charge of a squad and lead an attack on an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

57. . . would be able to shoot to kill?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

58. . . would be able to carry and use a machine gun?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them



## PART C

What are your opinions about the following statements concerning the role of women in the Army?

59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No — not at all
60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
1. Yes — on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  5. No — not at all
61. How should women be used in support units (for example, Signal or Military Police)?
1. The same way men are used
  2. In some kinds of jobs but not others
  3. Only where men are not available
  4. Women should not be in these units at all
62. If men are drafted into the Army, should women be drafted too?
1. Yes — the same as men
  2. Only if there are not enough men
  3. Only if there is a shooting war
  4. No — not at all
63. How should women be used in guard-duty assignments?
1. The same way men are used
  2. In some kinds of duties but not others
  3. Only where men are not available
  4. Women should not be given guard-duty assignments at all
64. Who work better under pressure — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always

PART C (Continued)

12.

65. Who have more common sense — men or women — or don't you think there is a difference?
1. Men — definitely
  2. Men — probably
  3. No difference
  4. Women — probably
  5. Women — definitely
66. Who can do a better job of supervising *male* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
67. Who are better at supervising *female* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
68. Who usually make better commanders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
69. Who are better able to endure weather conditions of extreme heat or cold — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
70. Who have more physical strength — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always

## PART C (Continued)

71. Who are better able to endure the rigors of outdoor living — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
72. Who are better at taking orders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
73. Which is worse — for a man to be captured by the enemy or for a woman to be captured by the enemy — or is one just as bad as the other?
1. Much worse for a man to be captured
  2. Somewhat worse for a man to be captured
  3. One is just as bad as the other
  4. Somewhat worse for a woman to be captured
  5. Much worse for a woman to be captured
74. The Army's mission is best carried out:
1. by men only
  2. mostly by men with some women in support roles
  3. mostly by men with some women in combat as well as support roles
  4. equally by men and women
  5. mostly by women
75. If a greater number of women were placed in command positions, the effectiveness of the Army:
1. would go way up
  2. would go up a little
  3. would not change
  4. would go down a little
  5. would go way down
76. How much respect will female commanders get from the men in their units?
1. A lot less respect than male commanders get
  2. A little less respect than male commanders get
  3. Just as much respect as male commanders get
  4. A little more respect than male commanders get
  5. A lot more respect than male commanders get

## PART C (Continued)

77. How good would women be as front-line soldiers if they were given the same training that men are given?
1. A lot better than men
  2. A little better than men
  3. About the same as men
  4. A little worse than men
  5. A lot worse than men
78. If women were assigned to combat units, the Army would:
1. become much more effective
  2. become somewhat more effective
  3. remain just as effective
  4. become somewhat less effective
  5. become much less effective
79. What sort of bosses at work do women make?
1. Very good
  2. Fairly good
  3. So-so
  4. Not very good
  5. Poor
80. Do you think women should be included in space missions?
1. No, they should not be included
  2. Perhaps — but only if there aren't enough qualified men available
  3. Perhaps — but only if they are single and don't have any children
  4. Yes — provided there are some men along also
  5. Yes, they should be included



## PART D

This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. John Jones. Next, imagine that the soldier with you is Pfc. Mary Jones.

*Situation #1*

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

81. In this situation, what do you think Pfc. *John* Jones would probably do?

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

82. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

*Situation #2*

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83. In this situation, what do you think Pfc. *John* Jones would probably do?

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while he returned to the base to get help
4. Something else that was not appropriate

84. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while she returned to the base to get help
4. Something else that was not appropriate

*Situation #3*

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

85. In this situation, what do you think Pfc. *John* Jones would probably do?

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

86. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

*Situation #4*

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87. In this situation, what do you think Pfc. *John* Jones would probably do?

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

88. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

**PART E**

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. How many enlisted men and how many enlisted women have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **MEN**.

Assuming the necessary training or experience, how many enlisted **MEN**

89. . .have enough physical strength to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

90. . .have enough stamina to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

91. . .have enough guts to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

The questions above asked about enlisted men. Now, lets take enlisted **WOMEN**. Assuming they have the necessary training or experience, how many enlisted **WOMEN**

92. . .have enough physical strength to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

93. . .have enough stamina to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

94. . .have enough guts to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them



Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



## PART F (Continued)

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of Light Truck (Transportation), Military Police, and Infantry Companies. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a Light Truck Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a Military Police Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a Military Police Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

**PART G (Continued)**

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units – even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.



## PART H

115. What is your sex?

- 1. Male
- 2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

- 1. No
- 2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

- 1. No
- 2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

- 1. No
- 2. Yes

119. . . been given the job of supervising the work of other soldiers?

- 1. No
- 2. Yes — both men and women
- 3. Yes — but only men
- 4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

- 1. No
- 2. Yes

121. . . had a person of your own sex as your supervisor?

- 1. No
- 2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

- 1. No
- 2. Yes

123. . . How many years of schooling have you had?

- 1. 8 or less
- 2. 9-12
- 3. 13
- 4. 14
- 5. 15
- 6. 16
- 7. 17 or more

124. What is the highest educational diploma or degree you have received?

- 1. No high school diploma or G.E.D.
- 2. G.E.D.
- 3. High school diploma
- 4. Associate's Degree
- 5. Bachelor's Degree
- 6. Graduate or Professional Degree



125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. *Combat*

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. *Combat Support*

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. *Combat Service Support*

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

## 4. I don't know

**Officers**1. *Combat*

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. *Combat Support*

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. *Combat Service Support*

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

## 4. I don't know

## PART H (Continued)

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

**PART H (Continued)**

25.

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

03522

COMMENTS

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		




# **SURVEY OF OPINIONS ABOUT THE ROLE OF WOMEN IN THE ARMY**

Not to be shown to unauthorized persons  
Not to be reproduced in any form  
without the specific permission of the  
TECHNICAL DIRECTOR, ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
DEPARTMENT OF THE ARMY

PT 5192

79 05 25 030



## INSTRUCTIONS

This survey is sponsored by the Department of the Army. Its purpose is to find out how soldiers (both male and female, officers and enlisted) feel about the assignment of men and women to various kinds of Army jobs.

All questions should be answered on the separate answer sheet you have been given. In each case, fill in the block on the answer sheet that corresponds to the answer you have chosen.

### EXAMPLE

#### *Questionnaire Item*

#### *Answer Sheet*

23. How good are most soldiers at their job?

1. Very good
2. Fairly good
3. So-so
4. Not very good
5. Not good at all

	1	2	3	4	5
23.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(In this example, the person believes most soldiers are "very good" at their job and therefore filled in block #1 on the answer sheet.)

Select only one answer to each question. If you want to comment on a particular question, this is what you should do: *first*, fill in the block on the answer sheet that corresponds to the answer you think is best, and then, write your comment on the back of the questionnaire. (DO NOT MAKE ANY EXTRA MARKS ON THE ANSWER SHEET.)

If you have any questions, please feel free to ask one of the people administering the survey. Just raise your hand, and one of them will come over to you.

When you have finished, look back over all the blocks on your answer sheet and make sure you didn't accidentally skip any of them. Then give your completed answer sheet and questionnaire to one of the survey personnel.

THANK YOU FOR YOUR HELP!

## PART A

When women are assigned to *support* companies (say, Signal or Military Police), what (if anything) happens to things like morale, discipline, and teamwork? We'll start with morale.

When women are assigned to *support* companies like Signal or Military Police,

1. . .what usually happens to company morale?
  1. It goes way up
  2. It goes up a little
  3. It stays about the same
  4. It goes down a little
  5. It goes way down
2. . .what usually happens to the level of discipline?
  1. It goes way down
  2. It goes down a little
  3. It doesn't change
  4. It goes up a little
  5. It goes way up
3. . .how seriously do the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before
4. . .how much confidence do the soldiers develop in each other — compared with before?
  1. A lot less confidence than before
  2. A little less confidence than before
  3. The same amount of confidence as before
  4. A little more confidence than before
  5. A lot more confidence than before
5. . .how much work gets done — compared with before?
  1. A lot more work than before
  2. A little more work than before
  3. The same amount of work as before
  4. A little less work than before
  5. A lot less work than before
6. . .how much teamwork does one expect to see — compared with before?
  1. A lot less teamwork than before
  2. A little less teamwork than before
  3. The same amount of teamwork as before
  4. A little more teamwork than before
  5. A lot more teamwork than before



## PART A (Continued)

When women are assigned to *support* companies like Signal or Military Police,

7. . .how much group spirit is there — compared with before?
  1. A lot more group spirit than before
  2. A little more group spirit than before
  3. Just as much group spirit as before
  4. A little less group spirit than before
  5. A lot less group spirit than before
8. . .how often does pregnancy become a serious problem for the company?
  1. Almost always
  2. Very often
  3. Sometimes
  4. Not very often
  5. Almost never
9. . .how well does the company carry out its mission — compared with before?
  1. A lot better than before
  2. Somewhat better than before
  3. Just as well as before
  4. Somewhat worse than before
  5. A lot worse than before

The questions above asked about support companies. Now suppose that women were assigned to *combat* companies (say, Armor or Infantry) on the same basis as men. If this happened, what (if anything) do you think would happen to morale, discipline, etc., in these companies?

If women were assigned to *combat* companies (say, Armor or Infantry),

10. . .what do you think would happen to company morale?
  1. It would go way up
  2. It would go up a little
  3. It would stay about the same
  4. It would go down a little
  5. It would go way down
11. . .what do you think would happen to the level of discipline?
  1. It would go way down
  2. It would go down a little
  3. It wouldn't change
  4. It would go up a little
  5. It would go way up
12. . .how seriously would the soldiers take their jobs — compared with before?
  1. A lot more seriously than before
  2. A little more seriously than before
  3. Just as seriously as before
  4. A little less seriously than before
  5. A lot less seriously than before



PART A (Continued)

3.

If women were assigned to *combat* companies (say, Armor or Infantry),

13. . .how much confidence would the soldiers develop in each other — compared with before?

1. A lot less confidence than before
2. A little less confidence than before
3. The same amount of confidence as before
4. A little more confidence than before
5. A lot more confidence than before

14. . .how much work would get done — compared with before?

1. A lot more work than before
2. A little more work than before
3. The same amount of work as before
4. A little less work than before
5. A lot less work than before

15. . .how much teamwork would one expect to see — compared with before?

1. A lot less teamwork than before
2. A little less teamwork than before
3. The same amount of teamwork as before
4. A little more teamwork than before
5. A lot more teamwork than before

16. . .how much group spirit would one expect to see — compared with before?

1. A lot more group spirit than before
2. A little more group spirit than before
3. Just as much group spirit as before
4. A little less group spirit than before
5. A lot less group spirit than before

17. . .how often would pregnancy become a serious problem for the company?

1. Almost always
2. Very often
3. Sometimes
4. Not very often
5. Almost never

18. . .how well would the company carry out its mission — compared with before?

1. A lot better than before
2. Somewhat better than before
3. Just as well as before
4. Somewhat worse than before
5. A lot worse than before

## PART B

As everyone knows, some things are harder to do than others. There are some things that most soldiers can do (for example, lift a typewriter) and there are other things that very few soldiers can do (for example, lift a jeep without help). Listed below are a number of things that soldiers are sometimes called on to do. In each case, the question is how many enlisted personnel (first, how many enlisted women and, then, how many enlisted men) do you think would be able to do that particular thing — assuming they had had the necessary training or experience. We'll start with the **WOMEN**.

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

19. . .would be able to drive a jeep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

20. . .would be able to dig a foxhole that would protect them from enemy fire?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

21. . .would be able to give commands in a firm and convincing manner?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

22. . .would be able to do their fair share in putting up a tent?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

23. . .would be able to handle guard-duty alone in an isolated place?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

24. . . would be able to go for a week without a chance to shower?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
25. . . would be able to live in the field for two weeks — with men and women using the same facilities?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
26. . . would be able to keep going after a fellow soldier had been killed?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
27. . . would be able to stay cool under the stress of battle?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
28. . . would be able to carry a full field pack?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them
29. . . would be able to drive a 2 1/2 ton truck?
1. Almost all of them
  2. More than half
  3. About half
  4. Fewer than half
  5. Almost none of them

79 05 25 030

## PART B (Continued)

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

30. . .would be able to engage the enemy in hand-to-hand combat?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

31. . .would be able to complete a 15-mile march with full field gear?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

32. . .would be able to use an M-16 rifle to attack an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

33. . .would be able to fire at an attacking enemy soldier?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

34. . .would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

35. . .would be able to continue fighting for long periods with no chance to sleep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them



**PART B (Continued)**

How many enlisted **WOMEN** (assuming they had had the necessary training or experience),

36. . . would be able to take charge of a squad and lead an attack on an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

37. . . would be able to shoot to kill?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

38. . . would be able to carry and use a machine gun?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

The questions above asked your opinion about the abilities of enlisted women. The questions below ask you opinion about the abilities of enlisted **MEN**.

How many enlisted **MEN** (assuming they had had the necessary training or experience),

39. . . would be able to drive a jeep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

40. . . would be able to dig a foxhole that would protect them from enemy fire?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

41. . . would be able to give commands in a firm and convincing manner?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **MEN** (assuming they had had the necessary training or experience),

42. . .would be able to do their fair share in putting up a tent?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

43. . .would be able to handle guard-duty alone in an isolated place?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

44. . .would be able to go for a week without a chance to shower?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

45. . .would be able to live in the field for two weeks — with men and women using the same facilities?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

46. . .would be able to keep going after a fellow soldier had been killed?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

47. . .would be able to stay cool under the stress of battle?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **MEN** (assuming they had had the necessary training or experience),

48. . .would be able to carry a full field pack?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

49. . .would be able to drive a 2 1/2 ton truck?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

50. . .would be able to engage the enemy in hand-to-hand combat?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

51. . .would be able to complete a 15-mile march with full field gear?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

52. . .would be able to use an M-16 rifle to attack an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

53. . .would be able to fire at an attacking enemy soldier?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

## PART B (Continued)

How many enlisted **MEN** (assuming they had had the necessary training or experience),

54. . . would be able to fire at an unsuspecting enemy soldier if the situation called for doing so?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

55. . . would be able to continue fighting for long periods with no chance to sleep?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

56. . . would be able to take charge of a squad and lead an attack on an enemy position?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

57. . . would be able to shoot to kill?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them

58. . . would be able to carry and use a machine gun?

1. Almost all of them
2. More than half
3. About half
4. Fewer than half
5. Almost none of them



What are your opinions about the following statements concerning the role of women in the Army?

59. Do you think women should be allowed to have non-combat jobs (for example, company clerk) in Infantry companies?
1. Yes – on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  4. No – not at all
60. Do you think women should be assigned to combat jobs (for example, rifleman) in an Infantry company?
1. Yes – on the same basis as men
  2. Only if there are not enough men to fill these jobs
  3. Only if a shooting war breaks out
  5. No – not at all
61. How should women be used in support units (for example, Signal or Military Police )?
1. The same way men are used
  2. In some kinds of jobs but not others
  3. Only where men are not available
  4. Women should not be in these units at all
62. If men are drafted into the Army, should women be drafted too?
1. Yes – the same as men
  2. Only if there are not enough men
  3. Only if there is a shooting war
  4. No – not at all
63. How should women be used in guard-duty assignments?
1. The same way men are used
  2. In some kinds of duties but not others
  3. Only where men are not available
  4. Women should not be given guard-duty assignments at all
64. Who work better under pressure – men or women – or don't you think there is a difference?
1. Men – almost always
  2. Men – usually
  3. No difference
  4. Women – usually
  5. Women – almost always

## PART C (Continued)

65. Who have more common sense — men or women — or don't you think there is a difference?
1. Men — definitely
  2. Men — probably
  3. No difference
  4. Women — probably
  5. Women — definitely
66. Who can do a better job of supervising *male* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
67. Who are better at supervising *female* soldiers — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
68. Who usually make better commanders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
69. Who are better able to endure weather conditions of extreme heat or cold — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
70. Who have more physical strength — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always

## PART C (Continued)

71. Who are better able to endure the rigors of outdoor living — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
72. Who are better at taking orders — men or women — or don't you think there is a difference?
1. Men — almost always
  2. Men — usually
  3. No difference
  4. Women — usually
  5. Women — almost always
73. Which is worse — for a man to be captured by the enemy or for a woman to be captured by the enemy — or is one just as bad as the other?
1. Much worse for a man to be captured
  2. Somewhat worse for a man to be captured
  3. One is just as bad as the other
  4. Somewhat worse for a woman to be captured
  5. Much worse for a woman to be captured
74. The Army's mission is best carried out:
1. by men only
  2. mostly by men with some women in support roles
  3. mostly by men with some women in combat as well as support roles
  4. equally by men and women
  5. mostly by women
75. If a greater number of women were placed in command positions, the effectiveness of the Army:
1. would go way up
  2. would go up a little
  3. would not change
  4. would go down a little
  5. would go way down
76. How much respect will female commanders get from the men in their units?
1. A lot less respect than male commanders get
  2. A little less respect than male commanders get
  3. Just as much respect as male commanders get
  4. A little more respect than male commanders get
  5. A lot more respect than male commanders get

PART C (Continued)

14.

77. How good would women be as front-line soldiers if they were given the same training that men are given?
1. A lot better than men
  2. A little better than men
  3. About the same as men
  4. A little worse than men
  5. A lot worse than men
78. If women were assigned to combat units, the Army would:
1. become much more effective
  2. become somewhat more effective
  3. remain just as effective
  4. become somewhat less effective
  5. become much less effective
79. What sort of bosses at work do women make?
1. Very good
  2. Fairly good
  3. So-so
  4. Not very good
  5. Poor
80. Do you think women should be included in space missions?
1. No, they should not be included
  2. Perhaps — but only if there aren't enough qualified men available
  3. Perhaps — but only if they are single and don't have any children
  4. Yes — provided there are some men along also
  5. Yes, they should be included



This section presents a series of situations. In each case, imagine yourself and another soldier in that situation, facing a clear danger and having to take appropriate action. In each situation the question for you to answer is this: What do you think the other soldier would probably do? First, imagine that the soldier with you is Pfc. Mary Jones. Next, imagine that the soldier with you is Pfc. John Jones.

*Situation #1*

Your company is under small arms fire from an enemy element 300 meters to your front. You and Pfc. Jones are in a foxhole somewhat to the right of the rest of your company.

81. In this situation, what do you think Pfc. *Mary Jones* would probably do?

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

82. In this situation, what do you think Pfc. *John Jones* would probably do?

1. Keep down and fire at enemy soldiers or suspected enemy locations
2. Keep down, occasionally firing in the direction of the enemy
3. Keep down in the foxhole and not fire at all
4. Something else that was not appropriate

*Situation #2*

You are on patrol and have been shot in the leg by enemy snipers while you were crossing a clearing in a heavily wooded area. Pfc. Jones has already made it to the other side of the clearing.

83. In this situation, what do you think Pfc. *Mary Jones* would probably do?

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while she returned to the base to get help
4. Something else that was not appropriate

84. In this situation, what do you think Pfc. *John Jones* would probably do?

1. Bring you back out of the clearing and then try to take you back to the base
2. Guard you from the woods but make no attempt to rescue you
3. Leave you there while he returned to the base to get help
4. Something else that was not appropriate

## PART D (Continued)

*Situation #3*

You and Pfc. Jones have been assigned to perimeter defense. The two of you have been on assignment now for 36 hours, and at the present time Pfc. Jones is in a position immediately to the left of you. It is assumed that the enemy will try to infiltrate past the position that you and Pfc. Jones are guarding.

85. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

86. In this situation, what do you think Pfc. *John* Jones would probably do?

1. Stay awake and alert
2. Stay awake though not very alert
3. Doze off occasionally throughout the night
4. Something else that was not appropriate

*Situation #4*

You and Pfc. Jones are on perimeter defense. You have been under mortar attack, and Pfc. Jones has caught some small shrapnel in the left arm and shoulder. The enemy are now moving toward you with small arms fire.

87. In this situation, what do you think Pfc. *Mary* Jones would probably do?

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

88. In this situation, what do you think Pfc. *John* Jones would probably do?

1. In spite of the wound, continue to fire at the approaching enemy
2. Because of the wound, be able to fire only a few rounds
3. Because of the wound, be unable to fire at all
4. Something else that was not appropriate

**PART E**

It takes at least three things to be a combat soldier. It takes physical strength. It takes stamina or endurance. And it takes just plain guts. We'd like to consider these things one at a time. How many enlisted women and how many enlisted men have enough of each of these things — strength, stamina, and guts — to be a combat soldier? We'll start with the enlisted **WOMEN**.

Assuming the necessary training or experience, how many enlisted **WOMEN**

89. . .have enough physical strength to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

90. . .have enough stamina to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

91. . .have enough guts to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

The questions above asked about enlisted women. Now, lets take enlisted **MEN**. Assuming they have the necessary training or experience, how many enlisted **MEN**

92. . .have enough physical strength to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

93. . .have enough stamina to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them

94. . .have enough guts to be a combat soldier?

1. Almost all of them
2. More than half
3. About half
4. Less than half
5. Almost none of them



## PART F

Now we'd like to change the subject. We would like your opinion about the survey itself up to this point.

95. How much did you enjoy taking this survey?

1. Not at all
2. Not very much
3. Somewhat
4. Quite a bit
5. A very great deal

96. In your opinion, how valuable are surveys like this one?

1. Extremely valuable
2. Quite valuable
3. Somewhat valuable
4. Not very valuable
5. Not valuable at all

Read the following statements and tell us, in each case, whether you agree or disagree.

97. "Most soldiers will answer the survey questions truthfully."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

98. "There should be more surveys like this one."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

99. "The questions gave you a chance to say what you really felt."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree



PART F (Continued)

19.

100. How hard was it to decide on the answers you wanted?

1. Very hard
2. Fairly hard
3. Not very hard
4. Not hard at all

101. Would you agree or disagree with this next statement?

"It was easy to *mark* the answer — after I had decided which one I wanted."

1. Strongly agree
2. Moderately agree
3. Slightly agree
4. Slightly disagree
5. Moderately disagree
6. Strongly disagree

102. We are considering giving another survey like this one sometime soon. It would be given after duty hours and would take about an hour of your time. If we decide to do this (and if you are free), would you be willing to volunteer?

1. Yes, definitely
2. Yes, probably
3. Not sure
4. No, probably not
5. No, definitely not

## PART G

According to some people, it is better not to assign women to certain types of companies — even if this means keeping a company below its authorized strength. We'd like to know how you feel about this in the case of *Light Truck (Transportation)*, *Military Police*, and *Infantry Companies*. We'll start with the *Light Truck Company*.

103. Under which of these two conditions could a *Light Truck Company* probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

104. What about these two conditions? Under which of them could a *Light Truck Company* probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

105. And what about these two conditions? Under which of them could a *Light Truck Company* probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

Now let's consider the *Military Police Company*.

106. Under which of these two conditions could a *Military Police Company* probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

107. What about these two conditions? Under which of them could a *Military Police Company* probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

108. And what about these two conditions? Under which of them could a *Military Police Company* probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company and the company is 50% below its authorized strength

Finally, let's consider the *Infantry Company*. (IN ANSWERING THIS QUESTION ASSUME THAT WOMEN COULD BE ASSIGNED TO COMBAT UNITS)

109. Under which of these two conditions could an Infantry Company probably do a better job?

1. When the company is at full strength, with 10% of the spaces filled by women
2. When there are no women in the company, and the company is 10% below its authorized strength

110. What about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 30% of the spaces filled by women
2. When there are no women in the company, and the company is 30% below its authorized strength

111. And what about these two conditions? Under which of them could an Infantry Company probably do a better job?

1. When the company is at full strength, with 50% of the spaces filled by women
2. When there are no women in the company, and the company is 50% below its authorized strength

The next set of questions consists of pairs of statements about the role of women in the Army. As you come to each question, read the two statements and decide which one you agree with more.

112. Which of these two statements do you agree with more?

1. Women should be assigned mainly in the administrative and medical fields.
2. Women should be assigned as truck drivers and mechanics the same way men are assigned.

113. How about these two statements? Which of them do you agree with more?

1. It's okay to assign women to support units — even those that operate close to the front lines.
2. Women should be kept out of any unit that operates close to the front line.

114. And finally, which of these two statements do you agree with more?

1. Women don't belong in combat jobs.
2. Women should be assigned to combat jobs the same way men are assigned.



## PART H

115. What is your sex?

1. Male                      2. Female

Have you, at any time *in the last three years*:

116. . . been assigned to a unit that had a woman company commander?

1. No                      2. Yes

117. . . been assigned to a (company-size) unit that had both men and women soldiers?

1. No                      2. Yes

118. . . been assigned to a smaller unit (say, a platoon or section) that had both men and women soldiers in it?

1. No                      2. Yes

119. . . been given the job of supervising the work of other soldiers?

1. No  
2. Yes — both men and women  
3. Yes — but only men  
4. Yes — but only women

120. . . had a soldier of the opposite sex as your own supervisor?

1. No                      2. Yes

121. . . had a person of your own sex as your supervisor?

1. No                      2. Yes

122. . . taken part in a field training exercise that included both men and women soldiers?

1. No                      2. Yes

123. . . How many years of schooling have you had?

1. 8 or less  
2. 9-12  
3. 13  
4. 14  
5. 15  
6. 16  
7. 17 or more

124. What is the highest educational diploma or degree you have received?

1. No high school diploma or G.E.D.  
2. G.E.D.  
3. High school diploma  
4. Associate's Degree  
5. Bachelor's Degree  
6. Graduate or Professional Degree



## PART H (Continued)

125. In which of the following three categories (combat, combat support, or combat service support) is your career branch/career management field?

**Enlisted Personnel**1. **Combat**

Including:

Air Defense Artillery  
 Combat Engineering  
 Field Artillery  
 Maneuver Combat Arms  
 (Infantry-Armor MOS)

2. **Combat Support**

Including:

Air Defense Missile Repair  
 Ballistic Missile Repair  
 Chemical  
 Combat Missile Maintenance  
 Communications and Electronic  
 Equipment Maintenance  
 General Engineering  
 Law Enforcement  
 Military Intelligence  
 Non-Integrated Radar  
 Maintenance  
 Power Production  
 Signal Intelligence  
 Telecommunications and  
 Audio-Visual

3. **Combat Service Support**

Including:

Administration  
 Ammunition  
 Aviation Maintenance  
 Automatic Data Processing  
 Band  
 Exceptional Management  
 Specialties  
 Field Service  
 Food Service  
 Mechanical Maintenance  
 Medical  
 Petroleum  
 Supply  
 Topographic Engineering and  
 Map Reproduction  
 Transportation

4. **I don't know****Officers**1. **Combat**

Including:

Infantry  
 Armor  
 Air Defense Artillery  
 Field Artillery

2. **Combat Support**

Including:

Corps of Engineers  
 Signal Corps  
 Chemical Corps  
 Military Police Corps  
 Military Intelligence

3. **Combat Service Support**

Including:

Quartermaster Corps  
 Ordnance Corps  
 Transportation Corps  
 Adjutant General's Corps  
 Army Nurse Corps  
 Dental Corps  
 Medical Corps  
 Medical Service Corps  
 Army Medical Specialist Corps  
 Veterinary Corps  
 Finance Corps  
 Judge Advocate General's Corps  
 Corps of Chaplains  
 Other (Special) Branch

4. **I don't know**

PART H (Continued)

24.

126. About how long have you been in the Army?

1. Less than one year
2. One to three years
3. Four to six years
4. Seven to ten years
5. More than ten years

127. Will you be able to retire sometime in the next five years if you want to?

1. Yes
2. No

128. Do you think you will be in the Army five years from now?

1. Yes, I think so
2. Not sure — but probably
3. Not sure — but probably not
4. No, I don't think so
5. I have no idea at all

129. Are most of your friends in the Army, or are most of them outside the Army?

1. Most are in the Army
2. About half and half
3. Most are outside the Army

130. What is your pay grade?

1. E1-E2
2. E3-E5
3. E6-E9
4. W1-W4
5. O1-O3
6. O4 or above

131. In which of these groups do you generally place yourself?

1. White
2. Black
3. Mexican American
4. Puerto Rican
5. Latin American
6. Other Spanish
7. Filipino American
8. American Indian/Native American
9. Asian American
10. A group not listed here

The next three questions are about the Vietnam conflict.

132. Did you serve a tour in Vietnam?

1. Yes
2. No (if "no," skip the next two questions)

133. Which of the following kinds of experience (if any) did you have while you were in Vietnam?

1. Engaging the enemy in combat directly
2. Providing support to combat units
3. Both of these
4. Neither of these
5. Doesn't apply to me -- I wasn't in Vietnam

134. What types of unit(s) were you assigned to in Vietnam?

1. Combat unit
2. Combat support unit
3. Combat service unit
4. More than one of these
5. None of these
6. Doesn't apply to me -- I wasn't in Vietnam

NOW, PLEASE GO BACK AND CHECK TO MAKE SURE YOU HAVE COMPLETED EVERY ITEM.

COMMENTS

03602

Please do not write below this line

A	0 1 2 3 4 5 6 7 8 9	B	0 1 2 3 4 5 6 7 8 9
T	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20		



DO NOT WRITE  
IN THIS SPACE

ID

A

B

T

## PART A

1	1 2 3 4 5	2	1 2 3 4 5	3	1 2 3 4 5	4	1 2 3 4 5	5	1 2 3 4 5	6	1 2 3 4 5
7	1 2 3 4 5	8	1 2 3 4 5	9	1 2 3 4 5	10	1 2 3 4 5	11	1 2 3 4 5	12	1 2 3 4 5
13	1 2 3 4 5	14	1 2 3 4 5	15	1 2 3 4 5	16	1 2 3 4 5	17	1 2 3 4 5	18	1 2 3 4 5

## PART B

19	1 2 3 4 5	20	1 2 3 4 5	21	1 2 3 4 5	22	1 2 3 4 5	23	1 2 3 4 5	24	1 2 3 4 5
25	1 2 3 4 5	26	1 2 3 4 5	27	1 2 3 4 5	28	1 2 3 4 5	29	1 2 3 4 5	30	1 2 3 4 5
31	1 2 3 4 5	32	1 2 3 4 5	33	1 2 3 4 5	34	1 2 3 4 5	35	1 2 3 4 5	36	1 2 3 4 5
37	1 2 3 4 5	38	1 2 3 4 5	39	1 2 3 4 5	40	1 2 3 4 5	41	1 2 3 4 5	42	1 2 3 4 5
43	1 2 3 4 5	44	1 2 3 4 5	45	1 2 3 4 5	46	1 2 3 4 5	47	1 2 3 4 5	48	1 2 3 4 5
49	1 2 3 4 5	50	1 2 3 4 5	51	1 2 3 4 5	52	1 2 3 4 5	53	1 2 3 4 5	54	1 2 3 4 5
55	1 2 3 4 5	56	1 2 3 4 5	57	1 2 3 4 5	58	1 2 3 4 5				

## PART C

59	1 2 3 4	60	1 2 3 4	61	1 2 3 4	62	1 2 3 4	63	1 2 3 4		
64	1 2 3 4 5	65	1 2 3 4 5	66	1 2 3 4 5	67	1 2 3 4 5	68	1 2 3 4 5	69	1 2 3 4 5
70	1 2 3 4 5	71	1 2 3 4 5	72	1 2 3 4 5	73	1 2 3 4 5	74	1 2 3 4 5	75	1 2 3 4 5
76	1 2 3 4 5	77	1 2 3 4 5	78	1 2 3 4 5	79	1 2 3 4 5	80	1 2 3 4 5		

## PART D

81	1 2 3 4	82	1 2 3 4	83	1 2 3 4	84	1 2 3 4	85	1 2 3 4	86	1 2 3 4
87	1 2 3 4	88	1 2 3 4								

## PART E

89	1 2 3 4 5	90	1 2 3 4 5	91	1 2 3 4 5	92	1 2 3 4 5	93	1 2 3 4 5	94	1 2 3 4 5
----	-----------	----	-----------	----	-----------	----	-----------	----	-----------	----	-----------

## PART F

95	1 2 3 4 5	96	1 2 3 4 5	97	1 2 3 4 5 6	98	1 2 3 4 5 6	99	1 2 3 4 5 6	100	1 2 3 4
101	1 2 3 4 5 6	102	1 2 3 4 5								

## PART G

103	1 2	104	1 2	105	1 2	106	1 2	107	1 2	108	1 2
109	1 2	110	1 2	111	1 2	112	1 2	113	1 2	114	1 2

## PART H

115	1 2	116	1 2	117	1 2	118	1 2 3 4	119	1 2	120	1 2
121	1 2	122	1 2	123	1 2 3 4 5 6 7			124	1 2 3 4 5 6	125	1 2 3 4
126	1 2 3 4 5 6	127	1 2 3 4 5 6 7 8 9 10			128	1 2 3 4 5	129	1 2	130	1 2 3 4 5
131		132	1 2	133	1 2 3 4 5	134	1 2 3 4 5 6				

Dispersed, Women First, OPSCAN Sheet, Multiple Choice